

The Update



Issue 4 2013/2014

March 2014

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MEETING DATES

Annual General Meeting: 5:30-9:00 p.m., Thursday, May 8
(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. 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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Pension Advisory Representative	Doug Birtwistle	Ext 4337	DBirtwistle@okanagan.bc.ca
Human Rights and International Solidarity Representative	Norah Bowman	Ext 4215	NBowman-Broz@okanagan.bc.ca
Status of Women Representative	Ann Marie McKinnon	Ext 4327	AMKinnon@okanagan.bc.ca

Collective Agreement Review Committee:

Kelowna Campus Steward	Sasha Johnston	Ext 4819	SLJohnston@okanagan.bc.ca
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Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
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President's Report

Tim Walters

Folks, in addition to my report below, I'd like to encourage you all to think about running for a position on the OCFA Executive, Council, or CARC (Stewards' Committee), or nominating one of your colleagues to do so. Every active OCFA member in good standing—regardless of whether you are full time, part time, term, or continuing—can run for *any* of the positions that make our Association tick and be appointed or elected at the **AGM on May 8th**. Council will be proposing constitutional amendments at the AGM, which will be circulated in full in a few weeks' time. Council will also be encouraging (but not requiring) members who are elected to certain OCFA Council positions to also serve on directly related FPSE Standing Committees. We believe it is to all of our member's great benefit that the Pension Advisory Representative, for instance, sit on the FPSE Pension Advisory Committee so that s/he is able to provide us with a Provincial perspective on Pension matters. If adopted, this policy will apply specifically to the

"I'd like to encourage you all to think about running for a position on the OCFA Executive, Council, or CARC (Stewards' Committee), or nominating one of your colleagues to do so." TW

following Council positions: Pension Advisory Representative, Human Rights and International Solidarity Representative, Status of Women Representative, and Non-Continuing Faculty Representative. At the AGM, we will also be recommending the creation of a new Health and Safety Representative Council position, who would be encouraged to serve on the FPSE Workplace Health, Safety, and Environment Committee. You can read about all the work of each FPSE standing committee to see if they interest you, and find out who your current representative is, by clicking here: <http://www.fpse.ca/committees>. As ever, don't hesitate to get in touch if you have any questions about this, or about anything else OCFA-related, at 250-718-6387 or TWalters@okanagan.bc.ca. Cheers, tim

PRIMARY ACTIVITIES SINCE MY REPORT TO THE WINTER GENERAL MEETING (JANUARY 31ST, 2014):

Local:

- ✓ Chaired our Winter General Meeting (thanks to Michelle Nicholson for going above and beyond in her work developing a theme for the event, and to Chris Clarkson for smoothly navigating the always tricky business of presenting/ ratifying bargaining proposals).
- ✓ Had multiple meetings with President Jim Hamilton and VP Academic Andrew Hay about our **Management Evaluation Program**. Finally, they presented us with a letter which explained that they will not be using (or even looking at) our evaluations because they have an opinion that they are illegal, and they don't think we have the right, or are right, to do them. We have received a written legal opinion via FPSE that their rejection is nonsense, and are examining a range of other avenues to compel the college to engage with the feedback we have taken the time to provide them with 'for the good of the institution', up to and including taking the evaluations to the Board of Governors.

- ✓ Attended the conclusion of a mediation in Vancouver (with Vince Ready) at which we came to settlement with OC on three long-standing grievances with the college, thanks largely to excellent work by our FPSE staff representative Zoe Towle and lawyer Jamie Baugh.
- ✓ Participated in a new employee orientation session organized by HR.
- ✓ Participated in a series of meetings regarding **safety issues in Kelowna** Chemistry labs.
- ✓ Met with OC about their Bullying and Harassment training program, which has been revised and will soon be rolled out to the membership. I have reviewed the modified program and passed on a lengthy list of suggestions to HR: despite the changes, I still think it is very poor.
- ✓ I was involved in an advisory capacity on two **bullying/harassment issues** involving OCFA members. In both instances, I was alarmed by a lack of process that in each case exacerbated the situation considerably. While the college has spent an inordinate amount of time developing a presentation on how not to be a bully/ harasser, and despite the good intentions and efforts of some of those involved, they apparently have far less idea what to do when someone is one, which is a serious problem we will be bringing to their attention.
- ✓ Attended the February Board of Governor's meeting in Kelowna, at which the **Early College program** was given the final stamp of approval despite our initial objection and contra the serious concerns raised by the EdCo Chair Rick Gee and a lone dissenting vote against the program by the Faculty Representative (Laura Thurnheer) on the Board.
- ✓ I went to two excellent and very well attended OCFA-supported events in Kelowna: the **OC Women's Centre's International Women's Day** celebration and the **Kelowna Travelling World Community Film Festival**. I'd strongly recommend that the OCFA continue supporting each of these exceptional initiatives on an ongoing basis.
- ✓ With the rest of the Executive and many members of Council, I attended the Chair social in Kelowna. About half of all department chairs attended, and it gave us a good chance to hear directly from chairs about their particular situations. We are already moving on a few initiatives as a result of this meeting, notably a Chair orientation session later in the year.
- ✓ Along with the OCFA Chief Steward Rod Watkins, I met with VP Academic Andrew Hay to discuss the college's ongoing Core Review. We first heard about this when I met with Minister Virk at the FPSE Lobby in Victoria. All colleges have been asked to provide the Ministry with a 'root and branch' analysis of their ongoing and planned future operations, to be concluded by February 2014. Andrew was very forthcoming in his willingness to involve us in this process once I made the request, and he provided Rod and I with a comprehensive breakdown of what OC's submission would look like. He seemed

"Andrew said that he is particularly keen on receiving any information that would help the college make a strong case for the economic value to the Province of less transparently job market-ready courses, especially those in Arts." TW

adamant that they are expecting no significant changes to our institutional structure or *modus operandi* as a result of this review. We offered the assistance of the OCFA in this process, and Andrew said that he is particularly keen on receiving any information that would help the college make a strong case for the economic value to the Province of less transparently job market-ready courses, especially those in Arts. As I have previously reported, the Minister seems wholly committed to a narrow view of Post-Secondary as part of the **Liberal's 'learn-to-earn' 'philosophy'**, and unfortunately I believe Andrew is right to be concerned that we make a forceful case for the value of all forms of programming in a way that resonates with this short-termist neoliberal world view. **If you know of any good tools (reports, surveys, etc.) that might be helpful in this regard, please forward them onto me asap.**

- ✓ Attended the March Board of Governor's meeting in Penticton, at which the Board approved the 2014-2015 budget, which included another tuition hike of 2% for domestic students and 8% for international students, and layoffs for members of the BCGEU. This is the second year in a row that the Board have chosen to raise 2%, making OC the most expensive college in BC for an Associate of Arts. Our friends in the OCSU made an eloquent and persuasive presentation about the impacts this continued inflation would cause for our students and the Province as a whole, and urged the Board to at least contemplate only a 1% increase. I also spoke against the proposed tuition hike and, while acknowledging the terrible underfunding crisis the college is dealing with as a result of the BC Liberal's ruinously dwindling support of postsecondary education, challenged the Budget Committee's claims that they had "left no stone unturned" in looking for cost savings, and for two reasons. Firstly, unlike in previous years, OC has not held meetings at each campus to discuss the budget and ask where savings might be found, nor did they consult with individual departments or bargaining units as they have in the past – which it was tabled in fact, the meeting at first time I had for approval was the budget. Secondly, I actually seen the Board that the soon- pointed out to the Administrative to-be completed FPSE Density survey indicates that in the past decade we have accumulated the largest management team of any of the 21 FPSE locals relative to our size (number etc.). I suggested that it might be politically embarrassing to again authorize the 'last resort' of raising tuition fees in the context of this information becoming public, and within only a few months of hiring a new Director for the ILT, which is now deemed a permanent management position and, I dare say, might be considered a luxury item in these austere budgetary times. Suffice it to say, the Board did

The Board have chosen to raise domestic tuition by 2%, making OC the most expensive college in BC for an Associate of Arts. TW

FPSE Administrative Density survey indicates that in the past decade we have accumulated the largest management team of any of the 21 FPSE locals relative to our size. TW

not accept either our, or the OCSU's arguments, and passed the budget as presented with a lone dissenting vote against the tuition fee hikes by our Board Faculty Representative Laura Thurnheer.

Provincial:

- ✓ Attended a lobbying session and President's Council meeting in Victoria. Participated in meetings with Minister for Advanced Education Amrik Virk, and then with two Deputies from the Ministry. While their willingness to meet and engage in discussion with us was a marked improvement over previous Ministers, in general I was disappointed by the government's position that, while they are happy to meet and to talk with us, nothing can really be changed: the Provincial Budget must be balanced annually, each local institution must balance its budget each and every year, surpluses cannot be carried over due to reporting regulations that cannot be changed, the funding formula which disadvantages institutions like OC cannot be changed, etc. I was also very concerned by the mantra-like repetition of the phrase "learner to earner" and the incessant linking of educational policy-making to the future demands of the labour market, and particularly the needs of the LNG industry.

[Funny/sad story: in the session with Minister Virk I was sitting next to a new President who asked me at the end of the meeting what 'LNG' stood for. Given the way he had referenced it again and again as being what education in the Province was for, she had not unreasonably assumed that it was some kind of provincial education authority like BCCAT, who we must all work to please.] TW
- ✓ Our main areas of discussion were the massive **Federal cuts to ESL funding** which are causing hundreds of layoffs across the sector, the ever worsening province-wide budget crunch, the increasing reliance on International Students as a source of revenue, and the core reviews that have been requested from each FPSE local, which are underway at every institution. The last issue is particularly worrying given the Ministry's recent ominous statements about the possibility of significantly "re-engineering" BC post-secondary, but the Minister and his Deputies were not forthcoming about what this practically might entail.
- ✓ Attended a meeting and then a wine and cheese with several MLA's and bureaucrats from the Ministry as well as David Eby, the opposition critic for Advanced Education, who once again impressed me with his more thoughtful and less market driven sense of what post-secondary education is and should be for in BC.
- ✓ Attended question time. Got to see the glorious spectacle of parliamentary democracy in person for the very first time: <http://www.youtube.com/watch?v=qtbOmpTnyOc>

- ✓ Attended a Presidents' Council meeting in Vancouver at which we discussed:
 - The state of public sector bargaining in the Province
 - The possibility of BCIT joining FPSE as something other than a full member.
 - A presentation made by the CUFA/BC President about **UBC's recently approved Bill 81**, which opens the door to institutions using a faculty member's teaching materials for other purposes of the institutions choosing. Given the college's electronic use policy, which claims ownership by OC of any material posted or circulated via the college's electronic infrastructure, this is a worrying development. You can access the bill here: <http://universitycounsel.ubc.ca/files/2014/02/policy81.pdf>
 - A motion I raised at the last meeting encouraging FPSE to do an annual, comparative and publicly reported 'Climate Survey' gauging how faculty feel about the management of their institutions, modeled after the Alberta College and Institute's Faculty Associations, which you can read about here: http://acifa.ca/?page_id=146
 - I am happy to report that the motion was unanimously approved by Presidents' Council and that I was nominated by the TRUFA President (Jason Brown) to head the committee charged with the implementation of this initiative, which is work I am positively eager to do.
- ✓ Did work for two FPSE (sub/)committees I am serving on this year:
 - Joint PC/PAC Sub-Committee on Trustee Performance Feedback
 - International Solidarity Fund Committee
 - I am very happy to report that the committee this year awarded a \$5000 grant to RAMA (<http://ramaokanagan.org/>), a local organization cofounded by OC Anthropology Professor Amy Cohen which works "to support the approximately 1,200 Latin American and increasingly Caribbean migrants employed on Okanagan farms in their struggle for dignity, community and humanity." Kudos to OCFA members Amy Cohen, Norah Bowman, and Levi Gahman for their excellent ongoing work on this project. To read more about the fund, and all the other initiatives that we (really: *you*) were able to support this year, click here: <http://www.fpse.ca/committees/hrisc/isf>



Dinner at the Winter General Meeting in February

First Vice-President's Report

Rod Watkins Chief Steward

Hello OCFA members

It's been some time since I have provided a complete report of all our active grievances. So I thought it was about time I did so. We currently have the following grievances underway:

STEP 3 Grievances

FAC 10/09—TLU CREDIT FOR TERM MEMBERS ON MATERNITY OR PARENTAL LEAVES

This grievance went to arbitration in April 2013. Term members who go on maternity/parental leave lose out on work to which they have rights of accrual. Other term members pick up this work in their absence. The result is that the members on leave lose their place in line on the path to converting to continuing; other term members leapfrog over them. We have argued that term members on maternity/parental leave should receive credit for the work they would have done had they not gone on leave. Such credit would allow them to maintain their place in line. We have lost the arbitration. The Arbitrator ruled against us, but the decision was based on a legal standard that was struck down by the Supreme Court of Canada moments before the decision was published. The appeal in the Courts was unsuccessful because the Court said it was not within their jurisdiction. The appeal will now continue before the BC Human Right Tribunal.

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. At the start of the summer 2013, 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 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.) While preparing for the arbitration talks with the College continue. I will be meeting with the President and the Vice President Academic soon to discuss progress on redrafting the policy.

FAC13/07 - FAILURE TO PROVIDE BENEFITS TO MEMBERS OVER AGE 65

Currently, members who continue to work past age 65 lose their LTD as well as Life Insurance coverage at OC. At the encouragement of FPSE and in coordination with other College's and FPSE's Human Right Tribunal case, we have filed a policy grievance against this form of age discrimination. It has been denied by the College. FPSE, in coordination with the OCFA, are preparing for arbitration of this grievance.

FAC13/11 - VIOLATION OF COPYRIGHT OWNERSHIP

As part of the new IT policy mentioned above (FAC13/04), the College had claimed ownership of every 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. After talks with the College, the copyright issue has been resolved. But in the process, several other problematic elements of the IT policy were discovered. While preparations for arbitration proceed, as with FAC13/04, talks with the College continue. I will also be discussing this with the College at my meeting with the President and VP Academic.

FAC13/08: IMPROPER USE OF ADMINISTRATIVE LEAVE
FAC13/09: IMPROPER USE OF ADMINISTRATIVE LEAVE

Two members were placed on administrative leave last year. At the advice of FPSE and at the request of the College, we have filed separate grievances for both additional members placed on admin leave. Plans for arbitrating the grievances are underway.

FAC13/12: WRONGFUL SUSPENSION

A member received a lengthy suspension without pay. We have filed a grievance of the discipline on the grounds that it does not represent progressive discipline as defined in Article 35. This grievance as well is proceeding to arbitration.

FAC13/13: WRONGFUL CENSURE

A member received a letter of censure. We have filed a grievance of the discipline on the grounds that the censure was not warranted by College Policy. This as well is heading toward arbitration.

STEP 2 Grievances

FAC14/01: IMPROPER LETTER OF EXPECTATION
FAC14/02: IMPROPER LETTER OF EXPECTATION

"We have a worrying number of grievances headed toward arbitration." RW

Two members received so-called Letters of Expectation from the College. We grieved on the grounds that such letters are not expunged from a members personnel file after two years without discipline as with letters of censure. There are some additional confidential grounds for the grievance as well. We are awaiting a reply from the College.

There are a number of additional matters to which your CARC committee has been attending in the past few weeks.

First, we have had reports from some of our members of ongoing safety concerns in the STH portfolio. Some of these have been resolved; others are still under review by Dean Moritz and the College's Safety Officer. We are monitoring the progress in resolving these concerns. In this vein, please read Michelle Nicholson's report on WorkSafe BC procedures and guidelines in this Update.

Second, as part of the College's new responsibilities with respect to bullying and Harassment (as a result of the passage of bill 14 amending the WCB legislation), the College has been developing a training program for all OC employees about bullying and harassment. We are in consultation with the College on the form and content of this training. Both CARC and the Executive believe the training requires additional work before we would consider it acceptable.

Third, the Dean of Arts implemented a new procedure and timeline for the nomination and election of department chairs. After reviewing the policy and discussing it with Dean Huxtable, I have advised current and potential future chairs in Arts not to follow the policy and to instead follow the procedures and timelines outlined in the Collective Agreement since we believe the new policy violates the Collective Agreement

for a number of reasons. In the meantime, we are optimistic after our discussion with the Dean that the policy can be rewritten to expunge the language that violates the Collective Agreement.

Lastly, as you may have noticed from my report above, we have a worrying number of grievances headed toward arbitration. Should

FAC14/01 and FAC14/02 also be denied by the College, we would have a total of ten grievances at or approaching arbitration. It is important that members understand CARC and the Executive is aware of this trend toward multiple arbitrations and are actively seeking solutions to thwart this trend.

Second Vice-President's Report

Chris Clarkson

Negotiations Committee Chair

The most important news I have to contribute to this issue of the *Update* is that the OCFA will indeed be bargaining with the employer this spring.

As an update for those of you who were unable to attend the OCFA's WGM on January 31, the membership approved the OCFA proposals package and bargaining strategy at that meeting. Subsequently, at the end of February, I attended the FPSE Bargaining Coordination Committee meetings, where bargaining chairs from the FPSE locals discussed local preparedness, timelines, and strategy.

At the provincial level, each of the BCGEU tentative agreements mentioned in my last *Update* report (the Community Health, Community Social Services, and Master agreements) has been ratified. Currently, outside our sector, the BC Teachers Federation, Professional Employees Association, and Hospital Employees Association are engaged in bargaining.

Here at Okanagan College, BCGEU Vocational representatives have been engaged in local and common table bargaining since the beginning of March, and the OCFA has bargaining dates scheduled for April 28-29, May 2, and May 21-22. I will be providing an update on our bargaining progress to the membership on May 8, at our Annual General Meeting. Please plan to attend.

Secretary-Treasurer's Report

Michelle Nicholson, MBA, CGA, CPA
WorkSafe BC



What is WorkSafeBC? They are a government body that administers the workers compensation act for the B.C. Ministry of Labour. The Act gives WorkSafeBC legal authority to:

- Set and enforce occupational health and safety standards
- Assist injured or disabled workers and their dependants
- Assess employers and collect funds to operate WorkSafeBC

As workers and teachers we have legal rights and responsibilities for our own safety and the safety of our students. Below is a selection of links and samples of information from the WorkSafeBC website that you may find interesting and useful. Please visit the WorkSafeBC website for full details.

Worker Centre Essentials

▪ [Your rights](#)

You have the right to report any workplace injury or disease. If, at the time you're injured, you need an ambulance or transportation from your workplace to your doctor's office or the hospital, your employer is required to pay those costs.

It is the law for your employer to report any workplace injury or disease to WorkSafeBC. Telling you not to report an injury or disease, or even trying to talk you out of reporting to WorkSafeBC, is against the law. *(Follow the above link for complete information)*

▪ [Your responsibilities](#)

To report injuries

If you are injured at work, you must report it to your employer, who must report your injury to us if you seek medical treatment. Even if the injury is minor and results in little or no time lost from work, it is in your interest to report it. If you miss work as a result of your injury, call our [Teleclaim Contact Centre](#) as soon as possible to report your injury directly to WorkSafeBC. Otherwise, complete and submit a [Worker's incident and injury report](#) or an [Application for Compensation](#). Reports can be submitted by mail or fax.

To seek medical attention

To be eligible for WorkSafeBC benefits you must seek medical attention that diagnoses a personal injury or occupational disease. This treatment must be sought as soon as possible after your injury. Wage loss benefits are only paid for the period a qualified practitioner indicates you are disabled from working. If you are unable to return to work on the date advised by your doctor, you must seek further medical attention immediately. *(Follow the above link for complete information)*

▪ [What to do if you're injured](#)

If you're injured at work, you must report it to your employer immediately. An employer telling you to not report an injury or disease, or even trying to talk you out of reporting it to WorkSafeBC, is against the law. *(Follow the above link for complete information)*

- [Types of benefits](#)

Incidents at work

- [Critical incident response](#)
- [Discriminatory action complaints](#)

Safety at Work: [Education Sector](#)

Prevention

- [Videos](#) Including [Slips, Trips, and Falls: School](#)
- [Posters](#) Including
 - [Violence is Not Part of the Job](#)
 - [Right to Refuse Unsafe Work](#)
 - [Risk Assessment](#)
 - [Reporting](#)
- [What's wrong with this photo? Including:](#)
 - [Landscaping](#) September/October 2012
- [General](#) Including:
 - **Education sector resource list**

This resource list contains information on topics specific to the education sector for employers and workers. For example, violence, slips, trips and falls, ergonomics, and general workplace health and safety. **Source:** WorkSafeBC * [PDF \(791 KB\)](#) Dated: Spring 2013
 - **Communicate student information: Prevent violence-related injuries to workers in the education sector** WorkSafe Bulletin WS 2013-05 **Source:** WorkSafeBC * [HTML & PDF](#)
 - **Back Talk: an owner's manual for backs**

An illustrated handbook that explains how the back works, provides tips for avoiding injury, and shows how to care for the back during recovery. The booklet also covers situations that can cause excessive loads and describes ways to reduce the risk of injury. **Source:** WorkSafeBC * [PDF \(706 KB\)](#)
 - **How to Make Your Computer Workstation Fit You**

This guide contains basic information on how to identify and solve problems with computer workstations and is intended primarily as a self-help guide for workers. The guide includes recommendations for layout and lighting, good posture, and organization of the work day and space to reduce the likelihood of injury. It also provides a checklist for assessing your computer workstation, as well as desk exercises to reduce muscle and eye strain. **Source:** WorkSafeBC * [PDF \(2.4 MB\)](#)

* Print copies are available for purchase from the [WorkSafeBC Store](#)
 - **Occupational Health & Safety Schoolkit**

"The OHS School Kit is designed to help create a healthy and safe learning environment. This easy-to-use manual provides a program for implementing a school safety program.

" **Source:** WorkSafe Saskatchewan * [HTML](#)

- **Health & Safety Checklist for Classrooms**

- "The checklist is a tool for school staff to raise awareness of areas of concern in a classroom." **Source:** Health Canada * [PDF \(158 KB\)](#)
- [Joint Committee Training](#)
- [Safety on the Job is Everyone's Business \(PDF 122 KB\)](#)
- [Controlling Exposure: Preventing workers from infectious disease \(PDF 1.9 MB\)](#)
- [A Clean Sweep](#)

Regulation & Policy: What's New: [Bullying and Harassment Centre](#)

- [Tool kit](#)

There is growing evidence that exposure to bullying and harassment in the workplace has serious negative outcomes. It can take many forms, including verbal aggression, personal attacks, and other intimidating or humiliating behaviours. WorkSafeBC has developed [OHS policies](#), effective **November 1, 2013**, to help workers, employers and supervisors prevent and address workplace bullying and harassment.

The resources below make up our online "tool kit" and will assist workplace parties to comply with their legal duties outlined in the OHS policies. The tool kit also provides information, training tools and templates that workplaces can adapt to meet their individual needs. If you have any questions about the resources, please contact policy@worksafebc.com.

- [Bullying and harassment complaint submission](#)

If you've experienced bullying and harassment in your workplace and your employer has failed to take reasonable steps to prevent or minimize it, please submit the form below. It will provide us with the necessary information to act on your complaint. WorkSafeBC's role is to ensure that the employer in question has adequate policies and procedures in place to address bullying and harassment, and that the employer conducts investigations into bullying and harassment complaints. WorkSafeBC's role is not to resolve or mediate any specific disputes or conflicts. Learn more about the [complaint and inquiry process](#) (PDF 145 KB).

- [External resources](#)

- [Frequently Asked Questions - Mental Disorder Claims \(PDF 151 KB\)](#)

[Mental Health in the Workplace](#)

On May 31, 2012 the Government of British Columbia passed [Bill 14](#) which addressed revisions to the *Workers Compensation Act* as it relates to compensation for mental disorders. The amended legislation applies to all decisions made by WorkSafeBC and the Workers' Compensation Appeal Tribunal on or after July 1, 2012. [Bill 14](#) states that a worker is entitled to compensation where a mental disorder is a reaction to

- one or more traumatic events arising out of and in the course of a worker's employment, or
- a significant work-related stressor, including bullying or harassment, or a cumulative series of significant work-related stressors, arising out of and in the course of the worker's employment.

In either case, to be compensable the worker's mental disorder must be diagnosed by a psychologist or psychiatrist as a condition described in the most recent *Diagnostic and Statistical Manual of Mental Disorders* (DSM) and not be caused by a decision of the worker's employer relating to the worker's employment.

Executive Member-at-Large's Report

Erin Radomske

EXECUTIVE AND COUNCIL ELECTIONS

As our AGM approaches (May 8), it is time to consider running for one of the elected OCFA positions. Descriptions of each of position can be found on the OCFA webpage under Constitution and Bylaws http://www.okanagan.bc.ca/campus_and_community/employees/ocfa.html

Nominations may be made by the nominations committee, which is composed of Erin Radomske (chair; Executive Member-at-Large), Jeremy Beaulne (Penticton Community Rep), Hannah Calder (Salmon Arm Community Rep), Melissa Munn (Vernon Community Rep), and Robert Groves (Kelowna Community Rep).

Nominations may also be made by OFCA members prior to the AGM 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 from the floor.

The list of candidates will be circulated to the membership at least one week before the AGM, as per the OCFA bylaws.

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

President
First VP, Chief Steward
Second VP, Bargaining Chair
Secretary-Treasurer
Executive Member-at-Large
Faculty Liaison – Arts
Faculty Liaison – Business
Faculty Liaison – Health
Faculty Liaison – Non-Instructional
Faculty Liaison – Science
Faculty Liaison – Technology Area
Representative – Kelowna Area
Representative – Penticton Area
Representative – Salmon Arm Area
Representative – Vernon
Non-Continuing Faculty Rep
Pension Advisory Representative
Human Rights and International
Solidarity Representative
Status of Women Representative
**Health and Safety Representative
(NEW! For 2014-2015)**
Kelowna Campus Steward
Penticton Campus Steward
Salmon Arm Campus Steward
Vernon Campus Steward

Human Rights and International Solidarity Representative's Report

Norah Bowman

The Human Rights and International Solidarity position reports the excellent news that FPSE's International Solidarity Fund awarded \$5000 grant to RAMA, Radical Action with Migrants in Agriculture. RAMA, a local organization cofounded by OC Anthropology Professor Amy Cohen works to support the approximately 1,200 Latin American and Caribbean migrants employed on Okanagan farms in their struggle for dignity, community and humanity. OCFA members Amy Cohen, Norah Bowman, and Levi Gahman work on this project. Thank you to Levi Gahman for his dedicated writing on this project. To read more about the fund, and all the other initiatives that we were able to support this year, click here: <http://www.fpse.ca/committees/hrisc/isf>



Status of Women Representative's Report

Ann Marie McKinnon

International Women's Day Event was held on March 8th at Okanagan College in Kelowna. Guest speaker was Marcy Cohen who discussed the 1970 Abortion Caravan from Vancouver to Ottawa to agitate for women's reproductive rights in Canada.

Link to Marcy Cohen's video about the abortion caravan. [1970 Abortion Caravan](#)

Photos by Corinna Chung



Marcy Cohen with the Wee Feminists wearing t-shirts with the original design from the 1970's Caravan



Marcy Cohen's talk on the Abortion Caravan in 1970.



The Wee Feminists Choir, with Sarah Stanford Baker on guitar



Micki Smith from COWREF (Central Okanagan Women's Resource and Education Foundation) with the Geert Beadle Women of the year nominees. The Geert Beadle award was shared by H.O.P.E. Vancouver and Marnie Sullivan.

Member's News

Randy Engman, a long term faculty member and one of the founders of the WET program, is taking a study leave and will be retiring at the end of his leave. The Union would like to thank him for his years of service and wishes him well in his studies. Members may continue to contact him at rwengman@gmail.com



WALK TO CREATE A WORLD FREE OF MS

Dear Family and Friends,

I'm excited to tell you that I'll be participating in the National MS Society's Walk MS! Last year I walked in the pouring rain with my niece Jenny. She had just been diagnosed with MS and I joined her team to show my support. She has had a tough year and once again I will walk rain or shine to raise money for MS. Please help support me by making a contribution to this important cause. For information about Walk MS go to www.walkMS.org.

Multiple sclerosis affects more than 2.3 million people worldwide. The first Walk MS was in 1988, and since then, more than \$820 million has been raised to support life-changing programs and cutting-edge research.

Please help me reach my goal. It's faster and easier than ever to support Walk MS by making your tax-deductible donation using the link below. If you'd prefer, you can send your contribution to the address listed below.

Whatever you can give will help – it all adds up! I greatly appreciate your support and will keep you posted on my progress.

Sincerely,
Michelle Nicholson

To make a donation online, visit my [personal page](#). Just click the **DONATE TO MICHELLE** button.

To send a donation, send cheques payable to National MS Society to:
Michelle Nicholson
103-1967 Underhill Street
Kelowna, BC V1X 8C9

Make all cheques payable to:
National MS Society

World Community Film Festival

Marlo Edwards

Big thanks to the OCFA for their continued support of the World Community Film Festival, which took place March 5-9th and attracted almost 1200 viewers!* A landmark on Kelowna's cultural landscape for well over a decade, the Festival brings a selection of the best in vital current documentaries on a wide range of global social justice topics to our community. The majority of the 30 films screened here at OC over the weekend, with special weekday screenings at UBCO and at the Ki-Low-Na Friendship Society. If you're curious about what went on, or just want a list of great films to look out for, visit the website: worldfilmfestkelowna.net.

Though inspiring, educational and sometimes challenging films are the focus, the organizing committee worked to ensure that the festival was more than just sitting and watching. To this end a range of local organizations were invited to "co-host" relevant films, attending and introducing their film to help create connections between the film subject and opportunities for action in our community. An "activist arena" was set up in the pit for groups to distribute their literature, make their causes known and talk with attendees. A children's creative activity area was also provided in the pit.

Due to generous support from the OCFA and other community organizations, admission to the festival was once again free of charge. The Festival also raised almost \$2000.00 for the Ki-Low-Na Friendship Society and Inn From the Cold.

If you'd like more information or would like to be involved next year, please contact Marlo Edwards: meedwards@okanagan.bc.ca

* bums in seats

FPSE Professional Development & Scholarly Activity Committee Report

Steve Weber

The FPSE PDSC (Professional Development & Scholarly Activity Committee) has met twice this school year—once in Nov. 2013, and once in Feb. 2014. Because each local was working with existing collective agreements, there were no major changes announced, but there are a couple points I would like to highlight.

The professional & scholarly funding available to OC members is quite competitive when compared to other FPSE locals. However, it should be noted that most other locals have access to "PD days"—

it is not uncommon for other locals to have anywhere from 12 days to 2 months per year reserved for PD days.

If there was an overall theme to our meetings, it was that term or non-regular faculty should have greater access to professional and scholarly funding. Generally speaking, the common pattern amongst the locals was that term/non-reg faculty were restricted access to such funding, well beyond a part-time, pro-rated arrangement. I believe we do see some element of this restriction at OC where term faculty who work in excess of 5 years of full-time teaching do not have access to Extended Study Leaves.

For new faculty members at Okanagan College, the rules and regulations regarding funding for professional & scholarly development can be somewhat overwhelming; however, there are considerable resources available to help you navigate these regulations. Of course, the Collective Agreement (available on the OCFA website) is an excellent resource, but you can also always ask your more senior colleagues, or you can send me your questions (via sweber@okanagan.bc.ca). Guidelines and application forms can be found on MyOkanagan.

In sum, term faculty members without right of accrual have access to Grants-in-Aid (GIA) funds (\$4000 per year), term members with right of accrual also have access to Professional Development (PD) and Professional Assistance (PA) funds, and continuing faculty members also have access to Extended Study Leaves (ESL). I strongly encourage you to make use of the professional & scholarly funds available.

\$\$More Money\$\$

By Michelle Nicholson, Secretary Treasurer

PA, PD, GIA, and PR funds sound like so much alphabet soup but what really this is all money you can claim. You just have to know the guidelines, follow the rules, keep receipts and fill out a few easy forms.

PD stands for Professional Development fund. This fund is for support of professional development activities intended to promote teaching excellence, subject area competence and technical competence in an area of professional or instruction expertise. The OCFA and the College both contribute to this fund and it is available to continuing faculty members and term faculty members with right of accrual. As a term faculty

member with right of accrual you must apply for PD funds while on active contract.

You must apply for and be approved for PD funds BEFORE spending any money or attending an event. Fill in the PD application form and send it to your Dean or designated supervisor well in advance of the event. The PD committee determines how far in advance of an event the application must be submitted. If you don't know the timeframe for your PD committee then check with your Dean. You also have to fill in a PD Activity report and an expense account claim after the event. There are PD committees for each portfolio.

There are actually two PD funds; one as per article 23 of the OCFA/OC collective

agreement and the other as per LOU #6 of the Common Agreement. To make things easier for members the OCFA and OC have created a single set of guidelines and a single PD Application form for access to both funds.

Under our collective agreement a continuing faculty member can claim up to \$2,000 over a two-year fiscal period commencing April 1, 2014. Under the common agreement a continuing faculty member can claim \$1,500 over the same two-year fiscal period commencing April 1, 2014. That is a total of \$3,500 for PD; a significant increase over the old \$2,000 limit.

For term faculty members with right of accrual the limits and rules are a bit more complicated. Basically you work first then do PD later. If you work more than 50% on average in the Fall of 2013 and the Winter of 2014 and you have right of accrual, you are eligible for a total of \$1,250 that can be used for events between April 1, 2014 and March 31, 2015 (that's the College's fiscal year). Plus you have to apply for the funding BEFORE your 2013/2014 contract expires.

If you work an average of less than 50% in the Fall of 2013 and the Winter of 2014 and you have right of accrual, you are eligible for a total of \$625 that can be used for events between April 1, 2014 and March 31, 2015 (that's the College's fiscal year). Plus you have to apply for the funding BEFORE your 2013/2014 contract expires.

So the current fiscal year contract level of work determines the PD funds you can spend in the next fiscal year. (The Fiscal year is April 1 to Mar 31 of the following year.

For guidelines and forms go to MyOkanagan, OC Express – Forms, scroll down Professional Development/Training, click to open the list below this heading, then scroll down and find the Faculty –PD Application Form, Faculty –

PD Guidelines, and Faculty – PD Activity report.

 stands for Grants-In-Aid of Research, Scholarly and Creative Activity fund. This fund is to support research, scholarly and creative activity.

Scholarship involves oral or written activities that reflect a thorough and critical collection of knowledge of one's profession or discipline. Research involves contributing to the expansion of knowledge and the sharing of that knowledge through appropriate professional means. Research includes application of research findings for purposes of practical application. Creative activities involve creative practice, exhibition, performance, composition, multimedia presentations and other similar activities that reflect applied practice of one's profession or discipline. All faculty members are eligible for GIA funds. The new limit is \$4,000 per year each which can be spent all at once or over multiple proposals during the year.

You must apply and be approved for GIA funds BEFORE spending any money or attending an event. Fill in the GIA application form and send via email to the VP of Education care of ljennings@okanagan.bc.ca well in advance deadline for the next meeting. The meeting dates will be published via email with two planned for each of the fall and winter semesters. You also have to fill in a GIA Activity report and an expense account claim after the event.

GIA funding is no longer linked to PD funding. These two funds have been fully separated and do not overlap. When you are attending a conference or other event you need to decide if this is scholarly, research, creative or professional development then apply to the correct fund.

Where applicable, applicants must include documentation that they have consulted their appropriate department budget and/or Library Services and/or Information Technology Services and/or Purchasing and/or Okanagan College Bookstore as part of applying for GIA funds. This is to ensure that OC does not already own the requested item; that other institutional funds do not exist to support the proposal; and that the best price has been identified. Ownership of items purchased with GIA Funds remains with the College. A list of typical items and activities follows:

- Conferences
- Travel
- Tuition fees
- Equipment and supplies
- Computer upgrades, peripherals, and software (but not computers)
- Books and subscriptions to journals (there is overlap with the PA fund here)
- Research assistants

For guidelines and forms go to MyOkanagan, OC Express – Forms, scroll down to OCFA Grants in Aid Guidelines, click to open the list below this heading, then scroll down and find the Grants in Aid – Application Form, Grants in Aid – Guidelines, and Grants in Aid – Activity report.

PA stands for the **Professional Allowance fund** (article 24). This fund is for the purpose of assisting eligible employees to maintain currency and competency and to offset the cost of expenses including but not limited to:

- Professional dues,
- Subscriptions to scholarly journals,
- Books,
- Computer software,

- Computer equipment,
- Other equipment

The expenses cannot be of the type for which reimbursement is otherwise available from Travel Allowances (Article 42), Professional Development (Article 23), Grants in Aid of Research, Scholarly and Creative Activity (Article 26). For example the GIA and PA both cover books and subscriptions to journals. So first you would decide if your books or journals comply with the GIA guidelines. If so claim from the GIA which requires prior approval before spending money. If they do not fit the GIA guidelines then purchase them, keep the receipts and claim the expense on from the PA fund in May of each year.

The College puts \$35,000 in this fund each July 1st. As a continuing faculty member you can claim up to about \$350 per year from this fund for expenses you have incurred to stay current in your field. I say about \$350 because the total claims cannot exceed the balance of the fund. This is the only fund that approves claims AFTER you have spent the money. You keep your receipts all year, send in your claim once a year at the end of May, the committee meets in June, all the claims are totalled up and the maximum is adjusted if necessary to match the funds available, then all the claims are paid in July by the College.

For guidelines and forms go to MyOkanagan, OC Express – Forms, scroll down to OCFA – Professional Allowance (PA) Guidelines and OCFA – Professional Allowance Application. The application is the claim form that you will use to claim your PA expenses at the end of May. Please read and follow the directions on this application form.

PR

stands for Professional Registration and membership costs. Under article 25 continuing faculty members who are required, as a condition of employment, to maintain a current active registration or membership with one or more professional associates shall be entitled to reimbursement of the entire cost of these expenses by applying to the designated supervisor. This is not a fund but rather an uncommon expense that is covered for a few members such as Nurses and Accountants who must maintain their professional registrations as a condition of employment because it is required for accreditation of certain programs and/or for

transferability of courses we offer. There are no guidelines and there are not special forms. Just take the bill when you receive it from your association directly to your Deans office. The Dean must approve the payment of the bill then it is forwarded to the appropriate departments in OC and finance will pay your registration cost directly. You can also pay these costs yourself and submit an expense claim if you prefer.

All together there is nearly \$8,000 available between these various funds so I think this is worth a few minutes of your time to find and read the guidelines and application forms and to plan ahead and get the approvals you need to tap into a pot full of money.



International Women's Day