

The Update



Issue 3 2015/2016

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LETTERS TO THE EDITOR

The *Update* welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write either in response to what you read in the newsletter or about other relevant 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 Amy Cohen at acohen@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/Campus_and_Community/employees/ocfa/update.html

MARK YOUR CALENDARS

ALL GENERAL MEETING
Kelowna Campus Cafeteria
Wednesday, April 27th, 5:30
pm.

COUNCIL AND EXEC MEETINGS

OCFA Executive meetings are generally held once every two weeks. OCFA Council meetings are generally held once per month Please contact one of your OCFA representatives (see below for a list of Exec, Council, and CARC members).

Events and Initiatives

REQUEST FOR NOMINATIONS

The nominations committee has been struck and the OCFA annual elections will take place at our Annual General Meeting (April 27th). I encourage each and every one of you to consider running for a position on the OCFA Executive, Council, or CARC, or nominating an individual you feel would be a good fit for any of the positions. Please check out the OCFA Constitution and Bylaws on the [OCFA Webpage](#) for a description of the duties of each position, or contact a member of the nominations committee.

Nominations Committee Chair: Amy Cohen, email: acohen@okanagan.bc.ca

Nominations Committee Members:

Vernon Campus Rep: Jen Hobart, email: jahobart@okanagan.bc.ca

Kelowna Campus Rep: Joe Hobart, email: jhobart@okanagan.bc.ca

Penticton Campus Rep: Alan Illicic, email: aillicic@okanagan.bc.ca

Salmon Arm Campus Rep: Terry Kosowick, email: tkosowick@okanagan.bc.ca

Support a Refugee Family

Are you interested in providing support to a refugee family? At the 2016 OCFA AGM, a motion will be made for the local to sponsor a refugee family. However, financial support from the union is not sufficient. Dedicated and caring people are needed to provide emotional and practical support to the family in order for the sponsorship application to be successful. If you or a family member are interested in becoming involved, please contact Jessica Gallinger (jgallinger@okanagan.bc.ca).

Are you a College employee with Aboriginal ancestry?

With the signing of the Indigenous Education Protocol Agreement and launch of the Indigenization Plan, Okanagan College has committed to providing an inclusive, supportive and culturally relevant environment for Aboriginal students, faculty and staff.

Okanagan College is encouraging all employees who self-identify as Aboriginal to step forward. Helping to grow the College's Aboriginal community will increase support for cultural awareness programs on campus.

This self-identification initiative will be used to produce a bi-annual report of headcount, by employee group and by appointment type of employees with Aboriginal ancestry. The information on employees will be part of Human Resources' normal reporting requirements to the Executive and the Board and will be available to the Institutional Research and Aboriginal Services departments.

The primary purpose in gathering and reporting on this information is to provide baseline and trend data on the number of employees with Aboriginal ancestry within our staff complement. The information supports the College's indigenization agenda and may assist in identifying the need for improved strategies related to succession planning, employee development and the recruitment and retention of a diverse employee base consistent with the [Toward 2020 Strategic Plan's](#) key direction of focusing on organizational sustainability.

Aboriginal is defined as the descendants of the original inhabitants of North America. The Canadian Constitution recognizes three groups of Aboriginal people: Indians (Status and Non-status First Nation), Métis and Inuit. These are three separate peoples with unique heritages, languages, cultural practices and spiritual beliefs.

Employees are invited to participate on a voluntary basis. Help create a welcoming and inclusive space for all Aboriginal students, faculty and employees at Okanagan College.

To share your Aboriginal heritage, click this link www.okanagan.bc.ca/selfidentify or follow these steps:

1. Login to myOkanagan
2. Under the Employee tab, go to the Administrative Functions channel
3. Expand Employees
4. Click Aboriginal Self-Identify

If you wish to receive bi-annual newsletters to inform you of Aboriginal events at the College, [send an email](#) with *newsletter* in the subject line.

BSN student shout out!

Monique Powell, Faculty Liaison - Health

The Bachelor of Science in Nursing students are doing an amazing job of representing the Okanagan College and the nursing community, in a variety of college and community events.

Thank you to the Year 2 BSN students (Sara Osachoff, Kelsi Taron, Rebecca Wheatley, Joanne Kuo, Victoria Dauncey-Elwood) who volunteered in the Vernon Jubilee Hospital patient moves to Polson Tower Levels 6 and 7 on January 31, 2016.



Photo: student volunteers in white shirts, (left) Joanne Kuo and (right) Victoria Dauncey-Elwood

Upcoming BSN events:

- April 3, 2016, 27 BSN students (15- Yr. 1 and 12- Yr. 2) volunteered for the OC 12 marathon.

This is an amazing Shout Out to the 26 Yr. 1 and 24 Yr. 2 BSN students here at Okanagan College!

Join Together to Stop the Rape of Children

Submitted by Linda Coates

I, together with Canadian family therapist Allan Wade and Swedish human rights advocate Susan Svard, have launched our website and facebook page **"Tell it like it is!"**

This initiative is based upon my work critiquing the representation of interpersonal violence and social responses to that violence. In this initiative, we are targeting the international problem of child rape.

In my work I have found that rape is commonly represented as sex. In doing so, victims of rape, including children are cast as participants in the very violence that was perpetrated against them. This mutualizing of violence results in the blaming of victims, the obfuscating of perpetrator responsibility, and the minimizing of the severity and impact of the violence.

For example, the international organization of child rape is called "sex tourism", "child sex tourism", "sex with a child", or "child prostitution". None of these descriptions convey the experience of the children being raped. These and similar terms reformulate extreme violence into something mutual and possibly even pleasurable. Rather than committing acts of violence against children, perpetrators are seen as merely engaging in "sex" or "wrongful sex".

These inaccurate terms are ubiquitous and while some people use them purposely, most people do so inadvertently, with no intent to harm children or protect perpetrators. Deceptive language is so common that it goes largely unnoticed.

Still, misleading descriptions work to (a) hide violence, (b) obscure perpetrator responsibility, (c) conceal victim responses and resistance, and (d) blame victims, including children.

In order to protect the human rights of children, we have launched our website and facebook page. **"Tell it like it is!"** is an international web-based network set up to promote accurate descriptions in cases of violence against children. We want to reveal the unilateral (one-sided) nature of the violence, accurately assign responsibility to offenders, acknowledge children's responses and resistance to the violence, and avoid blaming children.

To learn more about **"Tell it like it is!"**

➤ Go to www.tell-it.info

You can, for example:

- [Sign up for our Newsletter](#) for an update on "Tell it like it is!" 2-3 times a year!
 - Under the heading **"Examples"**, find examples from criminal justice, media, and social and institutional actors.
 - [Add your own suggestions](#) for more accurate descriptions of violence against children.
- **Join us on Facebook!**
- Go to www.facebook.com/tell.it.like.it.is2016
 - Please click on "Follow" to join the initiative and get updates.
 - Click on "Share" to post the initiative on your own Facebook page and spread the message.
 - Encourage your friends and colleagues to join by "following" the Facebook page.

Letter to the Editor: Memo to hiring committees

Anonymous

I strongly recommend that hiring committees use phone interviews first, and ensure that the following information is shared with each candidate on the short-list:

- The posted position is a full time 'term' position (i.e. 7.33 TLUs or greater).
- You will start work on Aug. 21st, start teaching in Sept. (thus very little prep time before you begin teaching), and end work on April 30th, then you will eligible for EI.
- After April 30th, you will receive six weeks of vacation pay, and you will eligible to apply for EI in mid-June. With EI, you will have a two week waiting period before you can begin collecting EI benefits. Of course, you will not be able to go on vacation during July and August as you are expected to be looking for work while on EI.
- At the end of the contract on April 30th, a separation slip will state that you have worked 30 hours per week, EI will consider this part-time work, and your EI benefit will be reduced accordingly (i.e. from a max of \$2096 to approx. \$1572 per month).
- There will be no possibility of additional work during the summer semester.
- Eventually you will undergo a summative evaluation by the Dean's Office. You should ensure that you have familiarized yourself with the concept of

"learning outcomes" and that you can clearly communicate to the Dean how your instruction delivered on those outcomes.

- If the summative evaluation is successful, you will be eligible to be rehired and you will "accrue rights" to any "continuing" position that comes available in the future. We expect that a "continuing" (a.k.a. permanent) position will not be available for several years.
- If hired as a "continuing" employee, you should be aware that Okanagan College is a "teaching and learning" institution with very little support for research activity.
- You are welcome and encouraged to continue with other employment while you are employed at Okanagan College.
- Depending on your qualifications, approximate salary range for this full time term contract will be in the range of \$45,800 - \$47,700.
- You should be aware that all "continuing" employees in our department are at top of scale (i.e. an annual salary of approx. \$91,000), each having worked at the college for 10 or more years. Thus your colleagues will be paid twice as much for essentially doing the same work ... this is a disgraceful state of affairs, about which we, the faculty, can do nothing.

Our faculty union, the OCFA, was **alone** in attempting to show leadership on this issue at the recent FPSE provincial bargaining table ... and the union failed to make any progress. The next opportunity for bargaining will be in 2019 when the current collective agreement expires. We feel it is important to be honest with you about this situation. Our union did make some modest local gains funding term employees for professional development and professional allowance.

It may help to understand this situation if you are aware that funding of the post-secondary sector changed in 1995 when Paul Martin was Prime Minister. In that year he signed the second free trade agreement (FTA) and ended federal funding of the post-secondary

sector. Since 2001, it seems that the provincial government in BC has been intent on 'harmonizing' Canadian policy with that of the United States. It may interest you to know that a recent news broadcast indicated that 70% of U.S. college faculty were term employees (i.e. contingent or adjunct faculty), and many of them need to access the American food stamp program to survive:

<http://www.pbs.org/newshour/bb/is-academia-suffering-adjunctivitis/>

We, the faculty, regret to inform you about this state of affairs, and wish to assure you of our deep gratitude should you decide to continue with the hiring process for this position.

New Collective Agreements and Employee Handbooks Still Available!

The 2014-2019 Collective Agreement is now available on the OCFA's website:

[http://www.okanagan.bc.ca/Assets/Departments+\(Administration\)/Faculty+Association/2014-19+OCFA+Collective+Agreement.pdf?method=1](http://www.okanagan.bc.ca/Assets/Departments+(Administration)/Faculty+Association/2014-19+OCFA+Collective+Agreement.pdf?method=1)

Contact one of your executive or council members if you would like a hard copy.

Get to Know: Amy Cohen



*Get To Know is a series of interviews with OCFA Executive and Council with accompanying photographs. Now we are going to get the inside scoop on what Exec and Council members are really like!! Interviews conducted and photographs taken **by Shelley Johnson**, Business Faculty Liaison Council member.*

What brought you to your current position of Secretary on the OCFA Executive?

AC: I had been asked before this to be the Salmon Arm Steward but I wanted to focus on my teaching. For the Secretary position I was recruited by Tim Walters and Rod Watkins at a campus social. I have always been interested in labour relations as both my parents are strong unionists. Also, as a term employee I was really impressed with the advice and help I received from both the OCFA Executive and the campus representatives.

What's your favourite thing about being on OCFA Council and Executive?

AC: My favourite thing is the debates we have at Executive and Council. We don't all agree so there is a lot of debate but even though we may disagree quite strongly we are all still really friendly and collegial. One thing I really find interesting is listening to someone else's position on something and actually changing my original viewpoint on an issue.

What did you do before you came to Okanagan College?

AC: Before I came to Okanagan College I did my graduate degree in 2009 at the University of Toronto. Then I had 2 children in 2 years. My first son was born 2 weeks after I got my thesis into my supervisor. Before that I was a contract archaeologist for Southern Oregon University.

Favourite book or movie and why?

AC: Favourite book is Tolkien's The Hobbit. I've probably read it 20 times. I love it because Tolkien creates this entire world with its own language, history, races, mythologies and geography. I could get lost in that world.

The most embarrassing thing you ever did as a young adult?

AC: In my first job at 15 years old I dropped a cake on someone. It was an older gentleman, there with his family to celebrate his birthday and I dropped his cake on him, on his birthday. I was so embarrassed but he was a real gentleman about it.

Favourite quote ever?

AC: My favourite quote is by Ruby Smith Diaz., who is a Canadian social justice activist and community organizer:

"I think the notion of dreaming in a time when we are told it is foolish, futile or not useful is the most revolutionary thing we can do."

One fact about you that our members might be surprised to know?

AC: My original career goal was to be a costume designer. I moved to Oregon to take costume design and I volunteered in some drama productions of Shakespeare. I found the experience of working with the directors to be terrible and so I enrolled in archaeology instead.

Report from your Status of Women Representative

Ann Marie McKinnon

This year has been very exciting, for status of women co-sponsored some important guest visits to the Okanagan. With Elizabeth Fry, we hosted Jackson Katz's visit to the Kelowna Campus theatre (October 7th, 2015). Katz is a well-known anti-violence educator from the United States. In conjunction with Human Rights and International Solidarity, OCFA helped defray the costs for the Certified Organic Associations of B.C. who invited Vandana Shiva, scholar, feminist and anti-globalization and environmental activist, for sold out talks in Vernon (February 26 and 28, 2016.)

The Status of Women committee has been sharing information on recent academic studies on gender and racialized bias in academe. Some findings from studies in science reveal that faculty participants rated the male applicants as significantly more competent and hireable than the (identical) female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant. ("Science faculty's subtle

gender biases favor male students" Princeton University, Princeton, NJ, and approved August 21, 2012). Another study showed extreme gender bias in teaching evaluations ("Female academics face huge sexist bias—no wonder there are so few of them" The Guardian. February 13, 2015). Professor Benjamin Schmidt analyzed evaluations posted to RateMyProfessor.com based on the instructor's gender. The results indicate that gender biases pervade teaching evaluations: men are more likely to be described as "brilliant," "intelligent," and "smart" while women are described as "mean," "harsh," "unfair," "strict," and "annoying" or "shrill."

I also attended the spring leadership conference in Vancouver on February 20th. Once again, there were a number of very useful workshops. However, this year for me the keynote speaker, Dr. Larry Savage from Brock university's talk on labour in post-secondary institutions was a particular highlight. Dr. Savage's talk solicited good questions from the

audience regarding what faculty associations can do to fight our corporatized managerial intuitions.

International Women's Day events were held at each of the four campuses. In Kelowna, we had a great deal of fun with Okanagan College Student's Union. We assembled in front of the library in the Centre for Learning. A special

shout out to the OCSU's Delaney Sullivan and friends for a great event – with cupcakes! (See photos of these successful events below).

In Solidarity,

Ann McKinnon
Status of Women Representative



International Women's Day Event, Kelowna Campus

March 8th, 2016



International Women's Day Event, Penticton Campus March 8th, 2016

President's Report

Tim Walters

Primary activities since last report (in the *Update*, January 2015):

Local:

As I have previously reported, much of the past two months was spent working with the Executive, Council, CARC, and FPSE, along with various former bargainers, to combat the college's proposed attempt to layoff two of our colleagues and redefine our job security. While we were collectively able to avert this crisis, the college has notified us that this is something that they are interested in revisiting at the bargaining table, so we will continue our work on this front. Once again, I'd like to thank all of those who helped out—we were successful because we demonstrated solidarity on this issue, and because a number of people worked very hard behind the scenes to help us dissuade the college from pursuing this course of action.

I was active at the Board in advocating for the OCFA's policy of no tuition fees for ABE and ESL students. I wrote a letter to the Board Chair making our argument ahead of the January meeting, and the college retracted its original proposal. At the February meeting, and despite our continued objections, the Board approved a considerably improved proposal, along with another across-the-board increase of 2% for domestic student tuition. I spoke against each motion, along with the OCSU and BCGEU, but ultimately each was approved by everyone on the Board with the sole exception of our faculty representative Laura Thurnheer, who is to

be commended for her willingness to take principled stands on our behalves.

I chaired the Winter General meeting. Please plan to attend the **Annual General Meeting on the evening of April 27th**, which promises to be as lively and eventful a meeting as we have ever organized. As well as our annual elections for every position on the Exec, Council, and CARC, we will be discussing motions to change our dues structure (raising Continuing faculty dues to lower Term faculty dues) and to sponsor a Syrian refugee family.

At the request of the VP Finance Roy Daykin, I solicited feedback from the membership in the hope of helping the college alleviate its budget difficulties. Thanks to all of you who responded. I have submitted a letter containing much of this feedback, and will urge the Board and the College's management team to take our suggestions seriously. You can read the full text of the letter below.

I met with VP-Academic Andrew Hay for a final discussion of the college's management evaluation policy. He made it clear that OC is not currently interested in introducing a mechanism that will allow faculty to provide feedback on the performance of their supervisors, and does not believe that the college's current system is inadequate. We disagree. As such, we will be doing the evaluations ourselves again before the end of the semester (more on this to follow). I also met with Jim Hamilton to encourage him to use the information we provide this time, and alerted him that we will be pursuing other means to disseminate this information if

they refuse to engage with our feedback. I met with representatives of the two BCGEU bargaining units to invite them to participate this time also.

Following the direction of the membership at the FGM, I worked with the indefatigable Deb Warren (architect of this excellent idea) on our student tuition contest which launched on January 11th, and which attracted a huge amount of radio, print, and online attention up and down the valley focused on the effects of falling funding, rising tuition, and debt on our students. 1400 people visited the website, and we received applications from current and former students reflecting a combined \$4.5 million in student debt, with the highest outstanding debt load being just shy of \$90,000. You can read more about the contest including which 30 students received cheques for \$1000 here: <https://30drops.wordpress.com/>. For updates on the broader FPSE campaign that made this initiative possible, I would once again encourage you all to check out www.openthedoors.ca.

Attended JCAA at which we discussed:

- (As approved by the membership at the WGM) Using the SSRA surplus for an enhanced PA fund in this year's cycle. I will be able to report on the status of this request, which the college needs to approve, early next week.
- The possibility of forming a Joint Rehabilitation committee to assist our members while on long term disability
- Revising the PD application process to enhance term faculty access

I attended campus socials in Penticton, Salmon Arm, and Vernon: many thanks to your community representatives Alan Illicic, Terry Kosowick, and Jen Hobart for organizing these events, which are always a lot of fun, and a great way for Council members to get to meet with faculty on their home turf.

I worked with the Executive to plan a retreat to allow us to think about longer term, less urgent planning issues for the Association, which took place this past weekend.

Along with our Chief Steward and the other bargaining unit heads, I interviewed and provided detailed feedback on the two candidates for the Shuswap-Revelstoke regional Dean position. Last week, the college announced that Joan Ragsdale was the successful applicant, and will take charge effective May 2nd.

Provincial:

As FPSE Executive Member at Large, I attended the FPSE Human Rights and International Solidarity committee meeting in Vancouver, followed by the Spring Leadership Conference along with several of our FPSE Standing committee reps (Amy Cohen, Ann McKinnon, Deb Warren, and Steve Weber). The keynote speaker was Larry Savage from Brock University, who gave a thought provoking talk on "The Challenges Facing Faculty Associations at Neo-Liberal Institutions." It'll be available on the FPSE website (<http://www.fpse.ca/>) shortly, and is definitely worth your time. I also moderated two workshops on "Governance" and "Member Engagement: Strategies for Success."

I have continued my work on the "Open the Doors" Campaign Oversight Committee: we

have had several meetings in person and over the phone to consider a host of interesting applications from numerous locals.

very much looking forward to beginning that project in the coming months.

I volunteered to serve as the OCFA representative on the FPSE provincial ABE caucus: although our members do not teach these courses (we are one of two institutions in the province where this is the case), the restoration of ABE funding is an issue of demonstrated importance for faculty, and we will continue to advocate for a return to a tuition free model.

As a member of the International Solidarity fund committee, vetted a dozen applications for support from the \$46,000 that was available this year. It was another successful year for OCFA members on this front. Two of our colleagues submitted exceptional and successful proposals and each received \$7000 in funding to help support educational training in Uganda (<http://www.iseesolutions.org/>) and migrant workers in the Okanagan (<http://www.ramaokanagan.org/>).

I volunteered to serve on the committee that will work on surveying the state of term faculty at our locals (as part of the most recent common agreement) and am

OCFA Submission Regarding Budget Feedback 2016-2017

Tim Walters

To Roy Daykin and the Okanagan College Board of Governors:

I was asked earlier in this process to speak with our members in order to provide feedback and suggestions for the 2016-2017 budget. I sent out a general request to all faculty about a month ago, and have also spoken about this with our Association Council and Executive. During this consultation process, numerous ideas were raised again and again, and so the following proposals reflect the suggestions that surfaced most often:

1. Once again, we ask that the budget committee undertake a review of the size of the college's management team in comparison to those of other institutions: this is easily done, and necessary. We have for several years suggested that one place the college should be looking to save money is through reductions to the growing size of its management team. Over the past few years we have seen a pattern of reduced funding, increased tuition, and layoffs, but a discordant growth in the number of management positions, including an entirely new Director level position of dubious value and (for the first time) multiple Associate Deans in every academic portfolio. When I polled my membership for proposed budget saving ideas, undoing the recent proliferation of managers was the number one suggestion by a huge margin,

and this is not a misperception on the part of my colleagues. The Federation of Post-Secondary Educators (FPSE), who maps this trend across the sector annually, have identified Okanagan College as having the highest proportion of administrators of any institution in the sector relative to our number of students and faculty. It is hard to honestly argue that we have no choice but to raise tuition fees and layoff support staff while simultaneously expanding the size of the leadership team year after year.

- The Director of the ILT position in particular was cited as the least necessary. Since we hired a manager to take charge of the ILT, it has become demonstrably less relevant, several of the ILT fellows have resigned as a result, and while we understand that a consultation process is well underway regarding its future, faculty have not even been asked to participate. This reflects the transformation of a minimally-resourced, instructor-driven initiative into an expensive, managerialist program which lacks any discernible value or sense of purpose, and now seems disinterested in, and has lost credibility with, faculty.

2. We believe the college needs to seriously reconsider its current marketing efforts, which are terribly out of step with sectoral norms, technologically antiquated, and appear grounded in an understanding of the economic context of our institution that is no longer relevant. Given the increasingly aggressive expansion of our primary regional competition for students (UBCO and TRU) it is no longer possible for us to continue to flourish without a Marketing department, which is a highly unusual absence for an institution of our size. A member of the college's leadership team told me that TRU spends more on marketing in a day than OC does in a year. The entire annual marketing budget for my home campus is \$6000, less than \$17 per day. Outside of the Business department, which practically and academically understands the importance of investment in this area and is growing as a result of their coordinated efforts on this front, the college currently provides virtually no leadership, resources, or strategic direction in this regard. Marketing is a specialized discipline requiring expertise and resourcing: at the minute, we are simply choosing not to commit ourselves to this work, which will eventually lead us to ruin. My members know that we are an exceptional college, but it is difficult to transform either lives or communities if we aren't giving people any reason to enter the college in the first place. Our competition is frankly light years ahead of us in this increasingly crucial regard because they appreciate

that it is necessary in ways we seem not to. This proposal is not incompatible with the previous one: we believe that investment in the creation of a Marketing department will more than pay for itself in increased student enrolments, as is the case in the School of Business (and most other places).

3. For about a decade, the college has been paying for a subscription to a scheduling software program called Infosilem that is almost universally reviled among faculty, students, as well as many in management. For several years, a committee has been trying to sort out how to use it here, and for the past two years it has been deployed to produce schedules for programming at the college that are demonstrably worse than those we produced before. By any reasonable measure, it has been and continues to be an unmitigated failure. Setting aside the hundreds of thousands of dollars lost in direct subscription costs over the years, which are now sunken assets, the college has also lost incalculable tuition revenue because of the awful schedules it randomly produces, not to mention many thousands of hours of labour from those who have tried, and continue to try, to make this software work for us, hours that could have been used in myriad ways that actually benefit the institution. We recommend the immediate abandonment of this program, which would cost the college nothing, and save us a great deal.

4. In the future, providing faculty and other OC workers with more detailed information about the particulars of the college's financial situation at a less high level would do much to help us contribute more fully to this process, which we are keen to do. While the new practice of visiting all campuses to discuss the budget is a commendable improvement in the process, providing detailed and area specific information to various departments, portfolios, and so forth, and asking for assistance, would open up more precise savings and potential revenue generating opportunities that our employees are

uniquely equipped to unearth in their particular area. Releasing more comprehensive budgetary information much earlier in the process and in a more directed way would help bring this about.

On behalf of all of the members of the OCFA, thank you for taking the time to consider our recommendations, and please do not hesitate to get in touch if you'd like to meet to discuss any of these ideas further.

Yours sincerely,

**Dr. Tim Walters,
President, Okanagan College Faculty
Association.**

Report from your Chief Steward and CARC

Rod Watkins

Hello OCFA members,

Let me begin by reviewing our current grievances. We have no grievances at step 1. We have one grievance at step 2: FAC15/12 in which we grieved a letter of censure received by a member. We have had a step 2 meeting with the College and are awaiting their reply.

FAC15/02 grieves the College's scheduling policy issued last year. In December, we entered mediation to attempt to settle the grievance with the help of mediator Ken Saunders. The result of that mediation is the current scheduling pilot project being implemented as you read this. The grievance has been placed in abeyance for the duration of the 2016-17 scheduling process (to be completed in June). We will then review the process and outcome to determine if the new process is consistent with the Collective Agreement. Again I will ask that all members keep a record (you probably already have by virtue of email) of the scheduling requests you made and whether they could be accommodated or not (and if not, why). As I warned earlier, in June, I will be requesting those records so that we can properly measure if the process meets the requirements in the Collective Agreement. I want to thank you for your help in this regard.

Our remaining grievances are all at step 3 with a number of arbitrations already scheduled. Reflecting the OCFA's willingness to settle grievances before arbitration, we have not had an arbitration for several years. We have had a few mediations, the most recent of which was

for the scheduling grievance which was held last December. That said, when an issue of significance to the Association and its members arises, we must enforce the collective agreement. As a result, we have several grievances heading toward arbitration.

FAC13/07 is the grievance pertaining to Long-term disability and life insurance benefits for those who elect to work past age 65. This has been a long-running grievance because we had hoped that the last round of bargaining would address this inequity in the Agreement on this issue. Unfortunately, the negotiations did not resolve the grievance. As such, we are proceeding to arbitration. In fact, the arbitration was originally scheduled to take place last month, but was adjourned after the arbitrator ruled the College's counsel violated the rules of evidence by introducing a last minute expert witness from Manulife. The grievance is not scheduled for December 2016.

FAC14/04 grieves the dismissal of a probationary continuing member. The College in summer of 2014 elected to dismiss a continuing member as he approached the end of his probationary period (2 years). For privacy reasons, I will not go into too many details, but know that we believe the decision was based on improperly conducted summative evaluations. The arbitration in this case is scheduled for August 2016.

FAC14/05 grieves the Board of Governors Code of Conduct policy that in effect

disqualifies certain OCFA members from serving on the Board because of their role in the Union, contending that their allegiance to the Union necessarily makes them unfit to serve on the Board. It is a discriminatory policy that is being applied to union members but not to anyone else who may have an apparent conflict of interest. That is both unfair and undemocratic. The College and the Board have been unwilling to address our concerns and as a result we have scheduled arbitration dates for October 2016.

So as you can see, despite our efforts to avoid arbitration and to reach amicable settlements with the College, we are nonetheless on track to have three arbitrations in 2016, with more to come.

FAC13/11 is our grievance of the College's IT policy. In 2013, the College issued a new IT policy that was a black letter violation of our copyright language as the College claims copyright to anything on school servers. The College recognized the overreach and amended the policy. But the amendments were not improved. We had argued that a member's research and/or teaching materials, even if hosted or passing through a school server, is still under the custody and control of the instructor. We also asked that the College scale back its wide open ability to monitor their networks. We understand that the College must have access to and monitor the school's network for technical and some other reasons. But we had asked that they add protections that such monitoring occurs only when necessary and that it be minimally invasive. The College was not interested in making changes to the policy in that direction. As a last effort to prevent an arbitration, Zoe Towle, our FPSE representative, started negotiations last summer with the College's counsel to amend the policy to avoid an arbitration. As those negotiations proceeded however, the College published the IT policy

with all of the offending language. We took this as a clear indication that the College has no plans whatsoever to amend the policy. As such, we are heading to arbitration in to settle the issue. Dates to be determined.

FAC15/06 through FAC15/10 grieve the discipline received by a member as the result of a flawed harassment and bullying investigation. FAC15/06 grieves the verbal reprimand the member received at a meeting with no OCFA representative present (nor was our member told the meeting would be disciplinary so as to allow them to bring a representative). Furthermore, the reprimand came from a member of management from another portfolio who therefore has no authority to discipline our member (that privilege should be limited to the member's supervisor). FAC15/07 contends the letter of censure makes it explicitly clear that our member is being disciplined for the *content of her or his speech* regarding the quality of a proposed program at a CPRC committee meeting. As a member of that committee, our member not only has the right to make such comments (Article 7 Academic Freedom) but a duty to do so. FAC15/08 argues that the letter of censure was not progressive discipline since the member had already been verbally reprimanded for the alleged offense. One should not be disciplined twice for a single offense. The incident resulted in a harassment and bullying investigation. FAC15/09 and FAC15/10 argue the investigation was both improper and prejudiced against our member. Despite early hopes that we could resolve the grievance and efforts by the College to amend the letter to remove the offending violation of our academic freedom, the amended letter was not any better and did not address our other grievances. We moved all five grievances to step 3. Most likely, they will be combined and will be scheduled into a single arbitration as soon as possible.

The final grievance, and our first of 2016, grieved the Workload Reduction Notice issued on January 25, 2016 that may have resulted in two continuing members being laid off. As you all know already, our arguments at step 2 convinced the College that they do not have any right to lay off faculty other than those specified in Article 33 (Program Reduction and Redundancy) or Article 34 (Financial Exigency). They accepted our grievance and rescinded the Workload Reduction Notice.

On a special note, I want to thank Peter Murray, John Pugsley, Craig McLuckie, Richard Christie and Jim Johnson (now at UBCO) for their help preparing our arguments for this

grievance. Their historical knowledge of the 2001 bargaining round was invaluable. I also want to thank the other members of the Executive, Council and all our members for rallying around this issue. Our ability to wield the power of our collective was on full display in this case and was instrumental in our success. So a deeply felt thank you to all of you!

In Solidarity,

Rod Watkins
Chief Steward/1st Vice President
Okanagan College Faculty Association (FPSE
local 9)

Members of OCFA Council and CARC

2015-2016

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