

The OCFA Update

Okanagan College Faculty Association Newsletter

IN THIS ISSUE

<i>OCFA Council & CARC</i>	<u>2</u>
<i>President's Report</i>	<u>3</u>
<i>1st Vice-President's Report</i>	<u>5</u>
<i>2nd Vice-President's Report</i>	<u>6</u>
<i>Treasurer's Report</i>	<u>7</u>

Delivery of the Update

The *Update* is now distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage at

<http://www.okanagan.bc.ca/administration/ocfa/update.html>

Meeting Dates

OCFA Executive meetings are generally held once every two weeks. If you would like to bring forward a particular item for consideration please contact one of your OCFA Exec members (see page 2 for the list).

OCFA 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).

Dates and locations of the **OCFA Socials this Fall** are now confirmed as follows:

Kelowna: Friday, October 1st, 4:00 to 7:00 p.m. at Infusions,
 Salmon Arm: Wednesday, October 6th, 5:00 to 8:00 p.m. at Setters Pub,
 Penticton: Wednesday, October 20th, 5:00 to 8:00 p.m. at Kettle Valley Station Pub,
 Vernon: Friday, October 22nd, 3:00 to 6:00 p.m. at Alexander's.

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 new *Update* editor Richard Christie at rchristie@okanagan.bc.ca. The preferred format is Word.

This being my first *Update* this time around on the Executive, I wish to thank everyone for their submissions - Richard Christie, *Editor*.

The OCFA **Annual General Meeting** (AGM) scheduled for Tuesday, May 11, 2010 at 6:00 p.m. was held in the Cafeteria at the Kelowna KLO Campus. The results of the elections are listed below:

Members of OCFA Council and CARC 2010-2011

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

Council:

Faculty Liaison – Arts	Matt Kavanagh	Ext 4819	mkavanagh@okanagan.bc.ca
Faculty Liaison – Business	Derek Cook	Ext 4626	dcook@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	vacant		
Non-Continuing Faculty Officer	Alan Rice	Ext 4226	arice@okanagan.bc.ca
Pension Advisory Officer	Doug Birtwhistle	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 4584	nbroz@okanagan.bc.ca
Penticton Campus Steward	Kaya Forest	Ext 3222	kforest@okanagan.bc.ca
Salmon Arm Campus Steward	Rod Watkins	Ext 8215	rpwatkins@okanagan.bc.ca
Vernon Campus Steward	Stephen Doyle	Ext 8235	sdoyle@okanagan.bc.ca

President's Report

by Tim Walters

Hi folks,

As part of a broader push to improve our regular communication with members, the OCFA Council has decided to resurrect *The Update*, a newsletter about OCFA affairs. To that end, here are some of the things I have been working on over the past year with council, and some that will be occupying our time in the coming months:

- As ever, October is OCFA social season, wherein you get to share great food and drinks with campus colleagues new and old. You'll also be able to meet your hardworking council regional and portfolio representatives, campus stewards, and get the latest updates from the bargaining table. Food, drinks, and taxi coupons are on us.
- Dates and locations are now confirmed as follows:
 - Kelowna: Friday October 1st, 4pm-7pm, Infusions
 - Salmon Arm: Wednesday October 6th, 5pm-8pm, Setters Pub
 - Penticton: Wednesday October 20th, 5-8pm, Kettle Valley Station Pub
 - Vernon: Friday October 22nd, 3-6pm, Alexander's
- OCFA organized the first of what I hope will be a regular series of all-chair meetings. This happened in Kelowna over the summer, and was motivated by a sense that department chairs face unique pressures from OC management who have begun acting in concert with one another across academic portfolios to create unified policies. We will be having another session this term, at which time we are hoping to work with chairs to create a master contact list of all members to enable us to maintain contact with everyone in the event of a strike or lockout.
- I began having regular informal meetings with Jim Hamilton to address situations which we have no luck sorting out with other members of the OC management team. This began with the college's attempt to restrict the use of vacation days to the summer and Xmas breaks, a policy which has since been revoked. I remain optimistic that many of our policy disagreements can be resolved this way, and that we can avoid time-consuming grievances.
- We spent about a week in full day meetings with HR and other managers to work together to create a more sensible conversion process. While we did not come up with an alternative that we could all agree to, it did provide us with a good platform for negotiations, where we have spent many more days working to improve our regularization language.
- We have been trying to integrate FPSE and OCFA in ways that will help us better serve our members and take advantage of what FPSE has to offer our association. As well as attending regular President's Council meetings at the coast, I also travelled to the AGM in May at Harrison Hot Springs along with several of my colleagues from council, many of

whom now serve on one or more of FPSE's many standing committees, which enable them to get a provincial perspective on issues that affect us locally. If you're interested in knowing more about what FPSE is and does, for news relevant to the post-secondary sector in BC, or if you'd like to get more involved, take a look at their website: <http://www.fpse.ca/>

- Next month, along with other Faculty Association Presidents and FPSE representatives I will be travelling to Victoria to meet with various politicians, including Philip Steenkamp, Deputy Minister, Ministry of Advanced Education and Labour Market Development, to articulate our concerns about our sector's treatment at the hands of the present provincial government. In November, along with other OCFA reps I will be going to Vancouver to attend the BC Federation of Labour's convention to increase our solidarity with others in the labour movement.
- Because this year we have quite a few new faces on council and CARC, our FPSE staff representative Jeff McKeil is coming to Kelowna on Sunday October 17th to help us out with some steward (morning) and council (afternoon) training sessions. If you're interested in becoming more involved with your OCFA in the future and would like to join us, let me know.
- Finally, a belated update about an arbitration: OCFA recently got back the ruling from the conversion arbitration we discussed at the last general meeting, and the verdict is very positive. One of the key decisions is that the college was misleading during the last round of bargaining regarding OCFA's conviction that chair release ought to be considered ongoing work for the purposes of the conversion process. The arbitrator's decision is that until a new contract is signed, OC is estopped from arguing that chair release is not ongoing, and also that it should not have been allowed to do so for the past few years. In practical terms this means that if a member has been, or is being, prevented from converting (or fully converting) due to insufficient ongoing work, we will now need to recalculate this appraisal by factoring in every section of chair release. This also means that members who have converted recently but had to wait to do so may be in line for retroactive compensation. Suffice it to say, we are excited by this decision, and I have been working with Sharon Josephson to contact every impacted member and calculate the impact this has had on them. We presented this information to OC a few weeks ago and will hear back within a month. I am cautiously optimistic that we may finally see much deserved (and belated) restitution for the dozen impacted individuals.

So that's the abbreviated version of what we've been up to this past year, and an overview of some of the things that are in the works. As ever, if you have any questions, suggestions, concerns, or would like to get more involved with the OCFA, don't hesitate to get in touch with one of your hard working council representatives using the attached contact information – we're always happy to hear from you folks.

In solidarity,

Tim

1st Vice-President's Report

by Sharon Josephson

Collective Agreement Review Committee (CARC) Report

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

Get to know your campus steward:

Penticton: Kaya Forest (Chemistry), ext. 3222
Kelowna: Norah Bowman-Broz (English), ext. 4584
Vernon: Steve Doyle (Geography), ext. 8235
Salmon Arm: Rod Watkins (Philosophy), ext. 8215

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

Get to know your collective agreement:

While our collective agreement is expired, we continue to follow it until a new agreement is reached through bargaining. If you've not done so already, please spend some time orienting yourself to the agreement and to the practices and policies laid out within it. Some commonly referenced sections include:

Article 13.5 Conversion of Term Employees to Continuing Employees: if you're a term member nearing 16TLUs, or if you're a term member wondering how you might become a permanent employee.

Article 17 Duties and Responsibilities of Faculty: if you have questions about your service obligations.

Articles 18 & 19 Workloads for College Professors and Workloads of Non-Instructional Faculty: if you have concerns about how much work you're expected to do. Lots.

Article 21.2 Summative Evaluations: if you are being summatively evaluated this semester. And Chairs, please remember that the College has agreed that Chairs may "respectfully decline" to provide information about their colleagues in the summative evaluation process.

Article 25 Departments and Department Chairs: if you're a new department Chair.

Article 34 Application of Salary Scale: if you have been newly hired, please check to ensure you have been placed correctly on the salary grid.

If you have any questions, please give us a call.

2nd Vice-President's Report

by Francie Greenslade

Negotiation Committee membership (2010-11):

Francie Greenslade (English), 2nd Vice President of OCFA, Chair of the Negotiations Committee (Local 3221 and Office PL 112) from Penticton,
Peter Muray (Physics and Astronomy), Table Spokesperson (Local 4268 and Office C 277) from Kelowna,
Nolan Fretz (Network Engineering Technology), (Local 4497 and Office C 330B) 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:

Negotiations began in May with a week of Common Table bargaining , where PSEA, the body that represents College employers in BC, reiterated the net zero mandate, clarifying that net zero refers not only to compensation, but to any costs in the collective agreement. The government's position is that any improvements in the collective agreement must be traded off with cost savings found elsewhere in the agreement. This mandate has hampered meaningful discussion on many issues. FPSE locals have continued to push for more profound dialogue on our issues.

Local bargaining with Okanagan College began in June. We were met with the same net zero opening, with an additional condition on the mandate voiced later: that our collective agreement can set no new standards in the sector. The College presented their thick proposal package as a "wish list." Its over-riding themes are of more management control and "flexibility," a term which seems to translate into various proposals that would erode our job security.

We spent considerable time discussing conversion and term faculty issues in June and August, without reaching agreement. The College is conducting costing research with a view to solidifying proposals on the issues. In September, discussion centred primarily on the processes regarding professional development. We have some agreement on these items.

Common table bargaining is set to resume with two weeks scheduled in October.

Treasurer's Report

by Michelle Nicholson

- All revenues and expenditures within budget except for the investment interest account. We budgeted for approximately \$2,000 in interest for the year but some of our investments paid \$4,032 interest into our investment cash account in July. So investment interest income is nicely over budget for the year so far.
- Total membership dues as of Sept 21, 2010 are \$181,047 plus interest income \$4,087 = \$185,134 total income. Less expenditures of \$179,796 = Net operating income of \$5,338 plus market gain \$16,439 = Net Income of \$21,778
- The investment account balance on August 31st was \$811,744. (this includes the market gain of \$16,439)
- Our share of the PD Fund contribution is \$14,687.70 we will pay this to OC in October. The PD Fund contribution is based on .1% of step 1 = \$84.90 x 173 continuing faculty members = \$14,687.70. The College will contribute .6% of step 1 = \$509.38 * 173 for a total of \$88,122.74.
- Total available cash as of Sept 21st is \$15,276. The investment cash account has been drawn down to cover the operating loss last year. We have not needed to sell any investments to cover the operating expenses in excess of revenues.
- Investments will be maturing on Nov 19th for \$83,860 and on Dec 2nd for \$72,438. A cash flow projection report will be prepared for Council and used to determine the amount of cash to be retained in the cash account and the amount to be reinvested.
- Members are welcome to inspect the association's books at any time. Just contact Michelle Nicholson, Secretary/Treasurer to set up an appointment.