

The Update



Issue 1 2015/2016

October 2015

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MEETING DATES

Fall Socials: Mark your calendars!

We hope to see you at one of our campus socials. Come out and chat with your executive and council members and reconnect with colleagues.

Kelowna: McCulloch Station Pub, Friday October 2nd, 4-7pm (contact: Joe Hobart)

Salmon Arm: Setters Pub, Monday October 5th, 5-7pm (contact: Tim Walters)

Penticton: Opus Cafe, Friday October 9th, 6-8pm (contact: Alan Illicic)

Vernon: Alexander's Pub, Friday October 16th, 4-7pm (contact: Jen Hobart)

The Fall General Meeting at the Coast Capri:
Friday, November 6th, 5:30 pm.

Council and Executive Meetings

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

Members of OCFA Council and CARC 2015-2016

Executive:		Phone	Email
President	Tim Walters	250-718-6387	TWalters@okanagan.bc.ca
First VP, Chief Steward	Rod Watkins	250-718-4161	RPWatkins@okanagan.bc.ca
Second VP, Bargaining Chair	Bob Groves	250-718-6385	BGroves@okanagan.bc.ca
Treasurer	Doug Birtwistle	250-718-4380	DBirtwistle@okanagan.bc.ca
Secretary	Amy Cohen	250-309-5698	ACohen@okanagan.bc.ca

Council:			
Faculty Liaison – Arts	Matt Kavanagh	Ext 4819	MKavangh@okanagan.bc.ca
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Faculty Liaison – Non-Instructional	Mike Minions	Ext 4755	MMinions@okanagan.bc.ca
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Faculty Liaison – Technology	Reg Marte	Ext 4760	RMarte@okanagan.bc.ca
Area Representative – Kelowna	Joe Hobart	Ext 4402	JHobart@okanagan.bc.ca
Area Representative – Penticton	Alan Illicic	Ext 3222	Allicic@okanagan.bc.ca
Area Representative – Salmon Arm	VACANT	Ext	
Area Representative – Vernon	Jennifer Hobart	Ext 4484	JAHobart@okanagan.bc.ca
Non-Continuing Faculty Rep	Steve Weber	Ext 8251	SWeber@okanagan.bc.ca
Pension Advisory Representative	Randy Brown	Ext 4373	RBrown@okanagan.bc.ca
Human Rights and International Solidarity Representative	Amy Cohen	250-309-5698	ACohen@okanagan.bc.ca
Status of Women Representative	Ann Marie McKinnon	Ext 4327	AMKinnon@okanagan.bc.ca
Workplace Health, Safety and Environment Representative	Deb Warren	Ext 4389	DWarren@okanagan.bc.ca

Collective Agreement Review Committee (CARC):			
Kelowna Campus Steward	Bruce Howes	Ext 4264	BHowes@okanagan.bc.ca
Penticton Campus Steward	Sharon Mansiere	Ext 3234	SMansiere@okanagan.bc.ca
Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
Vernon Campus Steward	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca

Service Acknowledgment

The OCFA would like to thank the following outgoing Executive, Council, and CARC members for their service: Norah Bowman, Adrian Fontenla, Sasha Johnston, Melissa Munn, and Erin Radomske.

President's Report

Tim Walters

Welcome (or welcome back), everyone. Your OCFA Council had a very busy end to the 2014-2015 academic year – including hosting an extraordinarily successful FPSE AGM in Kelowna (<http://www.fpse.ca/about/agm/documents>) – followed by a much needed summer break, but all of your new representatives are now right back down to business. Please find below an account of our various doings in the past weeks and months. We hope to have a chance to connect or reconnect with you all at the various socials which begin next week, where we hope you'll let us buy you dinner and a drink or two and introduce you to your new OCFA Council and CARC representatives. If we can be of any service to you in the meantime, please don't hesitate to get in touch.

Cheers, Tim

Local:

- Attended the first Exec, Council, and JCAA meetings of the new academic year, at which we discussed:
 - o At Exec and Council:
 - How best to handle Chief Steward duties in Rod Watkins' absence. Absent any better alternatives, we agreed that I will act as Chief Steward until the end of this semester or at least until Rod returns with the assistance of the Exec.
 - Ideas for using the \$50,000 set aside for each local by FPSE at their AGM to be used in the upcoming year for local public relations initiatives. I'll be circulating a general call out to the membership in the near future soliciting suggestions and more information about what this funding can be used for.
 - Scheduling and logistical issues vis a vis campus socials and, particularly, our general meetings in light of changes to the college's culinary arts program. We have decided to host the November 6th FGM at the Coast Capri Hotel, and will decide then (or shortly after) what to do for the rest of the year.
 - Discussed the ordering of OCFA promotional materials (I will be looking into ordering lanyards, stickers, and pens, as well as new employee handbooks)
 - Revising the OCFA handbook to incorporate changes to our collective agreement: it will be reposted and circulated to all of our members shortly.
 - Discussed the motion to change our dues structure discussed at our last AGM (raising continuing faculty's dues so as to lower term faculty's dues). As per direction from the floor, we will return this issue for discussion and clarification at the FGM, and then vote on it at the AGM in April/May.

- Made arrangements to recognize Fair Employment week (<http://www.fairemploymentweek.ca/>) on October 7th. Term faculty, watch for our booth in the Atrium of the e building in Kelowna throughout the day.
- Finalized planning for each of the campus socials, which are now confirmed and scheduled for:
 - **Kelowna:** McCulloch Station Pub, Friday October 2nd, 4-7 pm (contact: Joe Hobart)
 - **Salmon Arm:** Setters Pub, Monday October 5th, 5-7pm (contact: Tim Walters)
 - **Penticton:** Opus Cafe, Friday October 9th, 6-8pm (contact: Alan Ilicic)
 - **Vernon:** Alexander's Pub, Friday October 16th, 4-7pm (contact: Jen Hobart)
- At JCAA:
 - OC agreed to split the costs of printing our new collective agreements, saving us several hundred dollars of our member's money.
 - OC agreed to look into the systemic delays in issuing our members contracts.
 - OC agreed to our proposal for using the SSRA surplus to create a one-time term specific PA fund.
 - We completed revisions to the general PA and PD forms that were required by the implementation of our new collective agreement, which provides greater access to this funding for term faculty
 - Discussed a proposed policy regarding ESL deferrals.
- Had several meetings with President Jim Hamilton regarding an upcoming initiative to promote (amongst all students and faculty) greater awareness of local First Nations communities
- Attended one of the ABE/ ESL tuition sessions with VP Finance Roy Daykin. While it seems likely that the college will begin charging fees in concert with increased access to government support, it is worth recalling that the OCFA passed the following motion last year, which remains our formal policy regarding this issue, and which I will be advocating for at every opportunity:

Motion: Be it resolved that the OFCA thinks that the present policy of OC not to charge tuition fees for Foundational Programs should continue and that OCFA strongly opposes and condemns the practice of charging tuition fees for Foundational Programs.

- Participated in several OC Strategic Plan Task Force meetings at which we worked on revising the college's Mission, Vision and Values statements based on feedback gathered from the college community last year. We are now one meeting away from rolling out the revised proposals, which will be presented at each campus for further input in the following month.
- Met with the OCSU about a since abandoned OCFA election night initiative.
- Attended an uneventful Board of Governor's meeting.
- Received word from the labour board that the BCGEU Disability Coordinators request to leave the BCGEU and join our bargaining unit was denied by the Labour Relations Board. They have the right to appeal, but have not yet done so.
- Requested that FPSE refund our money and cancel our subscription to the Laserfiche service. Despite the best efforts of Rod, Melissa, and our student contractor over the summer, we were unable to successfully implement the program as per Council's direction. We have, however, scanned the majority of OCFA's documents into what will shortly be a searchable database, and will continue to do so.

Provincial:

- Attended a President's retreat (on Vancouver Island) and an Executive and President's Council meeting (in Vancouver). Highlights included:
 - o Meeting NDP opposition critic for Post-Secondary Kathy Corrigan, who was suitably dismayed at the government's waning commitment to funding post-secondary education in BC: she has the dubious distinction of being in charge of defending the *only* Ministry to have had its funding cut since Premier Clark took power. Several locals reported that they now receive less than half of their funding from the Province, which raises the ominous question: at what point does a public institution cease to be public?
 - o Worked on changes to FPSE's "Open the Doors" campaign, which has now been moved in-house to avoid charges of inadvertent improper involvement in the federal election. I was presented with a preview of a possible direction for the campaign which seemed to me uninspiring and worryingly familiar: I argued that we ought to be arguing for free tuition, as per OCFA and FPSE policy, rather than the proposed return to full funding.

- Worked with new FPSE Communications director Leah Squance on a formal submission to the BC government's Select Standing Committee on Finance and Government Services which I will shortly be sending to the Exec for approval and feedback before submission on behalf of the OCFA.
- In my new role as FPSE Executive Member at Large, I worked on developing criteria for the funding for local PR campaigns approved at the FPSE AGM in Kelowna (\$50,000 this year per local) which were approved by PC. In this capacity I was also assigned to be Executive Liaison to two of FPSE's standing committees: Human Rights and International Solidarity, and Workplace Health and Safety.
- Requested that FPSE register with Elections Canada as a third party so they are able to support our member Norah Bowman in her campaign to represent Kelowna-Lake Country as an NDP MLA. The OCFA is unable to promote her candidacy directly due to eccentric and recently-implemented election laws, but FPSE is able to do so, and has agreed to do just that in the coming weeks: they are contracting a PR firm to create advertisements and paying for air time on five radio stations in Kelowna during the critical week before the election.

Disability Management Review Committee Report

Did you know that if you have a medical absence longer than five days that you have to apply for it? You do not get automatic access to the sick time that has accrued to you. You will obtain forms from OC Human Resources: one completed by yourself and another one your doctor must complete. These forms are then submitted to Manulife. The Manulife representative, Josh, will call you to review your request. Normally, he will approve and notify Human Resources that you are approved for your medical leave. Again this applies to any use of sick time over five days. Application for long term leave is a completely different process.

Needless to say there are lots of issues with this process and I go to the provincial FPSE committee, DMRC, twice per year to discuss the irregularities that occur. As the DMRC rep, it is my role to assist OCFA members who are having issues with Manulife approval of medical leave. If you (or any of your colleagues) are having difficulty with Manulife in this regard, please feel free to call me at Ext 4389.

In June of 2014, I experienced this process first hand and refused to fill out the forms due to a concern about giving my medical data to a major corporation. I asserted that Manulife was "data mining" my medical information. Subsequently, Josh got approval from his supervisor, and my

medical leave was approved even without submission of the forms. If you would like to hear more about this at the Fall General Meeting (Friday, Nov 6th at The Capri), please let me know.

Submitted by Deb Warren / Computer Science / Kelowna Campus / Ext 4389
OCFA Workplace Health, Safety and Environment Rep

Tony Williams' Memorial & OCFA Bursaries

These are available to family members of all OCFA members who are currently enrolled in programming at Okanagan College. Selection of award recipients will be based on financial need. Successful applicants will be notified within one week of the application deadline.

Completed applications are due in the Kelowna Awards office by October 30th, and the bursaries will be handed out at the Awards reception in Kelowna on November 19th.

Dr. Jackson Katz presents in Kelowna

On Wednesday, Oct. 7 Katz will present his talk titled "Gender on the Agenda" which will explore the socialization of girls and boys in a culture of violence. The talk will take place at the Kelowna campus lecture theatre from 7 to 9 p.m. Advance tickets for the talk are \$15 for students, \$20 for everyone else and \$25 at the door. This event is proudly presented by the Okanagan College Faculty Association, the Elizabeth Fry Society of Kelowna, the City of Kelowna and the Rotary Club.

Labour Humour

"Do you believe in life after death?" the boss asked one of his employees.

"Yes, Sir." the employee replied.

"Well, then, that makes everything just fine," the boss went on. "After you left early yesterday to go to your grandmother's funeral, she stopped in to see you."

New Collective Agreement Now 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)

Hard copies will be available soon!

Get to Know – Bob Groves

*Introducing a new feature of The Update called **Get To Know**. Get To Know is a series of interviews of 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**, the Business Faculty Liaison Council member.*



What brought you to your current position of 2nd Vice –President/Bargaining Chair on the OCFA Executive ?

BG: I had heard little about the rest of Okanagan College, except by rumour, when I first started working here. I wanted to participate to better understand both internal and external relations. I was actually recruited by a member of the OCFA Executive to be the Kelowna representative. Also I teach Industrial Relations, so I thought with that background it would be useful for me to see how things actually operate. Also, it is our Association and we should all participate.

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

BG: Interacting with people from other faculties and collaborating to resolve our collective concerns.

What did you do before you came to Okanagan College?

BG: Before I started working here I was a lawyer in private practice for 30 years and I actually still am in practice. I work mainly in employment law, mediation and arbitration.

Favourite book or movie and why?

My favourite book is Machiavelli's "The Prince". The Prince actually gets a bad rap. He is really just trying to solve a problem in a rather disingenuous way. It's about leadership – how to negotiate a way through the difficulties of that time .

My favourite movie is "Big Night". It's about an Italian restaurant in New York in the 50's. It's a fabulous movie – it is about cooking and how to succeed.

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

BG: Well, there are several things that I am not prepared to disclose but I was an "Eskimo guard" on Santa's sleigh in the Toronto Santa Claus parade. I wore a paper mache head the size of a Volkswagen Beetle.

Favourite quote ever?

BG: The secret to life is playing a bad hand well. Told to me by my Dad.

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

BG: I spend my summers on marathon canoe trips down the rivers of Western Canada and the US. This past summer I was canoeing on the San Juan River in Utah and in Alberta.

Fair Employment Day: October 7th

As your Non-Continuing Faculty Representative on OCFA Council, I am very pleased to announce that council members have generously donated their time to support two initiatives to mark Fair Employment Day on Oct. 7th: (1) there will be an information booth set up in the atrium of the E-Building in Kelowna from 10am to 4pm on the 7th; and (2), council members will be inviting term faculty members for coffee.

The purpose of the information booth is to highlight that the Canadian Association of University Teachers (CAUT) has chosen the 7th as the day “to raise awareness about the overuse and exploitation of Contract Academic Staff in post-secondary institutions, and the need for decent work” (see <http://www.fairemploymentweek.ca/> for more details). Whatever your employment status, I encourage you to drop by on the 7th to discuss contingent/contract labour with your colleagues.

The purposes of taking term faculty out for coffee are too numerous to list here, but the more obvious ones include a greater sense of collegiality and community, and mentoring/guidance for those who might find it beneficial. Speaking from personal experience, I know how important the friendship and guidance of more senior faculty were to my career at Okanagan College, and I hope these informal meetings amongst colleagues can be the beginning of experiences resembling my own.

I sincerely thank everyone who will be participating in these Fair Employment Day events. If you have any questions about these events, or if you would like to talk to me about term employment, please do not hesitate to send me an email at sweber@okanagan.bc.ca.

In solidarity,

Steve Weber



From aboriginal services

Submitted by Anthony Isaac

September 24th was the 7th Annual Youth Exhibition Powwow for OC, bringing in hundreds of community members, including over 400 secondary and elementary students and over 50 dancers. Showcasing the rich culture of First Nations groups and demonstrating our collective commitment towards enhancing intercultural understandings on campus. <http://globalnews.ca/news/2240395/first-nations-culture-at-okanagan-college/>

This 7th annual powwow was also a significant event in marking our ongoing commitment to this goal as OC signed onto the Indigenous Education Protocol with several of our community partners <http://www.vernonmorningstar.com/community/329979511.htm>. This aspirational document was co-created at national level, to facilitate the advancement of Indigenous Education for College's and Institutes. Using the seven principles found in this protocol as a guide, we will collectively strive to enhance Indigenous education, and strengthening our contribution to our learning environment and community. <http://www.collegesinstitutes.ca/the-issues/indigenous-learners/approaches-and-exemplary-practices-to-guide-implementation/>

*Mark your Calendars
Cultural Workshop with Pamela
Barnes on **October 16th at 12
noon** at the Aboriginal Centre on
the Kelowna Campus*

AFP Research Hub

Indigenous Education Protocol for Colleges and Institutes

The signatory institution agrees to:

- 1. Commit to making Indigenous education a priority.*
- 2. Ensure governance structures recognize and respect Indigenous peoples.*
- 3. Implement intellectual and cultural traditions of Indigenous peoples through curriculum and learning approaches relevant to learners and communities.*
- 4. Support students and employees to increase understanding and reciprocity among Indigenous and non-Indigenous peoples.*
- 5. Commit to increasing the number of Indigenous employees with ongoing appointments, throughout the institution, including Indigenous senior administrators.*
- 6. Establish Indigenous-centred holistic services and learning environments for learner success.*
- 7. Build relationships and be accountable to Indigenous communities in support of self-determination through education, training and applied research.*

Last year, a small group was formed open to all AFP Faculty called the AFP Research Hub. This group is interested in facilitating and promoting research activities in Arts and Arts-related disciplines at Okanagan College.

Some of the initiatives of the past year include:

The creation of an Arts Research Hub section on the Arts website, which includes stories of research interests from 4 of our Faculty--Hannah Calder, Raluca Fratiloiu, Linda Elmore and Donna-Leigh Goodman. http://www.okanagan.bc.ca/Programs/Areas_of_Study/arts/AFP_Research_Hub.html

The site also includes a comprehensive list of research activities and publications:
http://www.okanagan.bc.ca/Programs/Areas_of_Study/arts/AFP_Research_Hub/AFP_Projects.html,

A Research Opportunities page that lists recent and upcoming events and funding opportunities for AFP Faculty:
http://www.okanagan.bc.ca/Programs/Areas_of_Study/arts/AFP_Research_Hub/Research_Opportunities.html

I have also spent some time in the past year meeting with and discussing the 'place' and direction of research at the College with a selection of members of the leadership team, and shared the meeting notes with the group. If anyone is interested in participating in the Research Hub group, all are welcome to get in touch with me. We are particularly interested in gathering research stories from AFP faculty, assembling resources on the site, and just getting together to talk about research at the College and the direction and activities of the group. New employees with publications or projects they would like to profile please contact me and I can post these on the site.

Rosalind Warner, PhD
Chair, Department of Political Science
rwarn@okanagan.bc.ca

Okanaganvotes.ca

The Library has prepared an online resource guide <http://www.okanaganvotes.ca> with information about how to vote, a list of candidates, issues for consideration, and campaign trends. Leading up to the election, campus Libraries will also have election information displays with books, articles, and other resources available. Find out where you stand and how you fit into Canada's political landscape using some of the highlighted tools, such as [Vote Compass](#).

Photos from FPSE AGM, May 2015



Above and Below: OCFA delegates, 2015 FPSE AGM





Above: OCFA President Tim Walters with outgoing FPSE President Cindy Oliver

Below: Delegates get their groove on

