

The Update



Issue 1 2018/2019

October 2018

IN THIS ISSUE

Get to Know	2
OCFA donations help striking workers	4
President's Report	6
Chief Steward's Report.....	8
Non-continuing faculty rep's report.....	10
Fair employment week notice	13
Updated salary scale	14
Recent event photos	15
2018-2019 OCFA rep contact list.....	19

SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write 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 submissions to the *Update* editor Amy Cohen at acohen@okanagan.bc.ca or via intercampus mail.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are held once every two weeks. 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 members (contact information for all of your reps on last page of this newsletter).

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

Service Acknowledgement

The OCFA would like to thank the following outgoing Council and CARC members for their valuable contributions to the association: Tim Walters, Rosalind Warner, Nolan Fretz, Terry Kosowick, Randy Brown, Norah Bowman, and Janice McQuilkin.

Get to Know–Sharon Mansiere, President



What brought you to your current position of President of OCFA?

SM: I was approached by various people to run for President. I was only able to put my name forward late which is not ideal, but had to be sure I would have the time to commit. I've had a long term goal of giving back to OCFA and the time is now.

What's your favourite thing about being on Council?

SM: My favourite thing from the last time I was on Council was how OCFA can make people's lives easier. In the past, the Union backed me and I realized that OCFA is not about fighting; it is about making difficult decisions easier and clarifying situations so they can be resolved. My recent OCFA work has been as the Penticton Shop Steward.

What did you do before you came to Okanagan College?

SM: A number of things: I was a seabird biologist on the coast and in the forestry

*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.***

industry from Haida Gwaii down to Baja Mexico, earlier as a more general biologist in the Rockies, Yukon, and Netherlands. I worked as an expert witness for legal cases in the forestry industry.

Favourite book or movie and why?

SM: I guess the best way to describe my reading is that years ago, during university, (oops, should I have added many years ago?), I wrote down on the edge of my notes all books mentioned by my professors during my English degree (which I also have) and have spent my adult life working my way through the list. For current reading I thrive on reading whatever is just coming out in the big science journals. I do not have cable or Netflix, and am not the type to have a favorite book, movie, or song for too long before they are replaced.

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

SM: I was in a band. I know, does not sound so embarrassing, right? But the marching band wore full-on, foot-tall busby hats and marched in parades and competitions in Japan among other places. Luckily, I also played tenor sax in the Jazz Band to make up for some of that ultra-cool marching uniform stuff.

Favourite quote ever?

SM: Again, I am not a person to have “favourites” so much, but growing up I was very shy (I know John Pugsley, hard to believe but true) so my father was always saying to me to “own your square meter”.

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

SM: People might be surprised to know that my biology work was very much outside.

Backpacking, remote helicopter drops often without full touch down called “hot landings” due to the unstable terrain. My seabird research was equally dangerous with night boat work to gain access to remote islands and cliff sites. It was just before I got the job at Okanagan College 23 years ago that I learned that being a seabird biologist had a mortality rate that rivaled occupations whose deadliness usually makes headlines.

OCFA Donates to Striking Academic and Casino Workers

Priscillia Lefebvre, Penticton Campus Representative

Show of solidarity

Solidarity with workers across the sector and in our own local community is an important union strategy rooted in the principles of mutual aid and unity. Also, material gains won at other tables may provide us with leverage in our own negotiations. As such, in June 2018, the OCFA council approved an emergency motion to provide a \$3000 donation to CUPE 3903's Strike Hardship Fund. The fund provides a supplement to strike pay and helps workers get what they need for the picket line be it waterproof boots or money for transportation.ⁱ

Background on CUPE negotiations

The Canadian Union of Public Employees (CUPE) Local 3903 represents over 3000 academic workers - term faculty (contract instructors), teaching assistants, and graduate assistants - at York University. These workers provide essential services in its delivery of over 50% of the instructional work offered at York U. As such, these workers play a vital role each day in student retention and advancing the academic mission of the university. After communications broke down at the bargaining table, the workers of CUPE 3903 began strike action on March 5, 2018. The strike itself would last 143 days making it the longest post-secondary sector strike in Canadian history. The legal strike was forcibly ended on July 25th with the Ontario Conservative government's second attempt to pass "back-to-work" legislation was successful under the *Urgent Priorities Act*. By

the time the strike ended, the union had made some gains at the bargaining table including superior language providing leave for survivors of intimate partner violence and sexual violence. CUPE 3903 also secured language around breastfeeding accommodations on campus.

This strike, as well as the history of bargaining between York U and CUPE 3903, has been controversial. One major issue in the most recent dispute regarded job security and workload for contract instructional faculty. The union proposed a meaningful increase in Conversions and Long-Service Appointments, which would have led to the retention of Tenure-Track positions. The goal for the union is to stop the dismantling of continuing, full-time positions into piece meal contracts that trap term faculty in a cycle of precarity.

In March 2018, CUPE 3903 originally proposed 20 conversions per year, or 20% of all tenure-stream hires. York U countered with 2 full conversions to probationary tenure-stream and six conversions to Special Renewable Contracts per year over the next 3 years, meaning 24 new positions in total under YUFA. With only two conversions per year offering any real permanency, CUPE 3903 rejected the offer as concessionary.

CUPE 3903 contended that the offer was inadequate considering that the union represents 60% of teaching staff on campus and that the vast majority of contract positions would continue to be filled via open

competition. However, some advances were made and on June 15th 2018, about 1100 contract faculty (Unit 2) ratified the employer's *Memorandum of Settlement*. With the destruction of over 700 Graduate Assistant (Unit 3) positions and funding cuts for Teaching Assistants (Unit 1), the dispute remains unresolved for these workers.

Over the course of strike the union had also filed several unfair labour practice complaints against management for “dishonest communications” regarding the union. One response typical of employer retaliation is to underline the negative effects of strike action on students and claim that the union is being selfish for endangering the continuation of classes. CUPE 3903, as well as other post-secondary and teacher unionsⁱⁱ, have been adamant in combatting this message by pointing out that their working conditions are the students' learning conditions. If York's administrators were truly concerned with educational wellbeing of students, they would act on the common interests of faculty and students by providing term faculty with the resources they need, such as office space and fair compensation. Instead, despite being experts in their field, many instructors continue to be devalued by employers across the sector.ⁱⁱⁱ

CUPE 3903 also pointed out that, with the election of Doug Ford as Ontario Premier, York University's senior administration refused to meet with them awaiting the

actions of the provincial government which resulted in a 21-week stall before legislation was finally passed. This return-to-work legislation sends a message to employers across Ontario that jeopardizes the constitutional right to collective bargaining for workers. The incentive to bargain in good faith is removed once there is a provincial government willing to pull the plug on negotiations and force workers to submit their labour without a collective agreement in place.^{iv}

OCFA supports local casino workers

More recently, the OCFA approved another \$3000 donation to the striking BC Government and Service Employees Union (BCGEU) casino workers here in the Okanagan. Over 675 workers took strike action on July 29th 2018, after mediated negotiations broke down over fair compensation and benefits. The union's goal is to bring wages and benefits “in line with industry standards,” claiming that the proposed increases tabled by the employer would fall below increases to BC minimum wage.^v As we at Okanagan College move forward in pursuit of our own self-identified interests, reaching out to others facing similar challenges becomes paramount. It is crucial that workers support workers and continue to build a consciousness of the continuing issues affecting those in their own workplace and beyond.

ⁱ <https://3903.cupe.ca/strike-hardship-fund-2/>

ⁱⁱ See <https://bctf.ca/uploadedFiles/Public/BargainingContracts/TLC/declaration.pdf>

ⁱⁱⁱ <https://www.caut.ca/bulletin/2018/09/shattering-myths-about-contract-academic-staff>

^{iv} <https://3903.cupe.ca/strike-ends-with-back-to-work-legislation/>

^v <https://globalnews.ca/news/4264416/okanagan-casino-workers-set-for-strike/>

President's Report

Sharon Mansiere

We have had our first of three general meetings of the year. These gatherings are important to get to know what is changing in your workspace, issues you are facing common to others, and offer an important chance to get the four campuses together. We reported on some of the initiatives we are moving ahead with, and some of that included plans for how to contact our members securely through the bargaining year.

We are working on new ways to communicate to the OCFA membership as well. In reviewing what other faculty associations have developed for their public face, I found most have a Facebook page. I have started one that will be maintained as a public space for information pertinent to our members, but it will not be the critical go-to place for information should we need that as bargaining progresses. We will also have a secure site developed off of the college servers. We are getting ready.

Executive, Association Council, and CARC

We had relatively very little turnover in the Executive, Association Council, and Contract Administration and Review Committee (CARC, aka Grievance Committee). This means that you have a relatively experienced team at the helm. Our union has some other key experienced individuals who you, like me, will get to know and like. They may have their experience from directly working on council or on the bargaining committee, or they may have learned their trade in their various disciplines. We are a well-resourced group.

FPSE

I will be keeping you posted through the year with updates from the Federation of Post-Secondary Employees (FPSE) where I sit on the President's Council. October's meeting is also our provincial lobbying meeting. Further meetings will be taken up more and more with bargaining issues as we go forward.

JCAA

Another role your union plays for you is to take part in Joint Committee on the Administration of the Agreement (JCAA) meetings. These meetings provide opportunities to meet and discuss issues in a collaborative, problem-solving environment. Currently members of your executive will be meeting with Yvonne Moritz, Ross Tyner, and Linda Heska our new Director of Human Resources. JCAA has been a productive way to engage with the college.

Member contact information requests

We are in the process of compiling a complete and up-to-date database of all of our members. This is an ongoing issue as even with more attention on this, we are still missing members on our emails. Chairs, please check at our department meetings and by email if all are receiving my mail outs. If not, please contact me to have them added to the list.

Further, we need a home number, a non-OC email address, and a designated home campus on file for every member. These are hard to obtain in the case of a strike or lockout because the servers will not be accessible to employees. In the interest of being prepared (and being hopeful to not to

need the preparations), I ask that you send me this information.

Full Report Circulated Oct 10, 2018

To see my report, it was circulated with the fall general meeting agenda. Please refer to them, or contact me directly to know more about these or any other issues.

Happy to answer questions, and don't forget to send those non-OC contact information!

Sharon Mansiere

OCFA President

250-328-2206



Chief Steward's Report

Rod Watkins

Hello and welcome to our new members and welcome back to the rest of you.

I want to first identify and welcome our returning and new stewards. In Penticton, Gabriel Balint will serve. In Kelowna Alan Rice returns as our steward. In Vernon, Art Boehm serves as steward. In Salmon Arm, our former Vernon steward, Jeremy Lanaway, has agreed to serve our Salmon Arm faculty. Welcome to all and thank you for your service to our members.

Here are our ongoing grievances and issues of interest:

Step 3

FAC13/07: Post-65 benefits. The expert witness admissibility hearing just completed on October 4, 2018. We had members present to witness the hearing for the nearly entire hearing. Thank you to every member who attended. We expect a ruling on the employer's counsel motion to exclude our experts in the next several weeks. The next step will be the hearing on the merits of the grievance and our Charter challenge at a two-week hearing in September 2019.

FAC18/04: Wrongful Dismissal: A probationary member in STH was dismissed after the winter semester. We filed an immediate grievance at step 2. Sharon Mansiere, Alan Rice, and I met with Jim Hamilton, Andrew Hay, and Yvonne Moritz to discuss the grounds for the dismissal. Despite our arguments, the College denied the grievance at step two. We have since moved the grievance to step 3. Preparations for an arbitration are continuing.

Step 2

FAC16/03: Unwarranted Discipline. FAC16/03 grieves the letter of censure a member received after a bullying investigation. The grievance was based on two issues. 1) the refusal to allow the OCFA a copy of the investigator's report and 2) the lack of justification for the discipline. The College has since provided us a copy of the report. The grievance remains in abeyance pending the recovery of the member who is on an extended medical leave. Once the member can help in his or her own defense, we will analyze the report and determine whether the discipline was warranted.

Step 1

FAC18/01: Failure to Offer Work: A term member in Arts was not offered work to which he had right of accrual. Denied at step 1. After discussions at step two with Andrew and Jim, we have agreed to place the grievance in abeyance until January. We will be settling the grievance as we have confirmed with HR that this member's last date of employment has been updated.

FAC18/02: Failure to Offer Summer Work: A member with seniority right to summer work was not offered that work for summer 2018. Denied at step 1. After discussion with Yvonne, it became known that an offer was made. The grievance was withdrawn.

FAC18/03: Improper Demand to Take Leave: A member in Arts was improperly informed by the Dean's office that he/she must take vacation while teaching at UBC-O during the non-instructional period. The grievance was

denied at step 1. After further discussions at step 2 with Andrew Hat, we have agreed to credit back 50% of the vacation lost. The griever is pleased with the outcome. The College is writing up a settlement letter. We have received confirmation that the vacation days have been credited to his/her leave balance and will be settling the grievance.

In addition to our grievances, CARC has handled some additional matters:

- Student discrimination complaint against a member. The report found no discrimination but suggested some training for our member. We and the member are pleased with the outcome. No discipline was imposed.
- Ongoing safety issues. We are still pressuring the College to properly investigate the recurrent spills and accidents in the Penticton lab. Additional problems with the manner in which the College has handled needed safety inspections and

investigations have been identified in Kelowna. CARC is monitoring the situation and preparing a letter to the College expressing our concern.

- A harassment complaint against one of our members related to the above Penticton safety issues will be going to investigation this fall.
- Issues resulting from increasing numbers of unprepared students continue to be brought to CARC.
- Issues surrounding the Academic Integrity Policy and its poor plagiarism language.
- Assisted in planning a town hall for our members as well as the broader campus community on the legalities of the Right to Life protesters.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Non-continuing Faculty Rep's Report

Janice McQuilkin

Hello OCFA Term Members,

This report outlines events relevant for our Term members including: reasons why you should attend OCFA general meetings, upcoming bargaining season, Fair Employment Week, and CAUT survey highlights.

1. The **OCFA FGM & Social took place on Friday, October 12, 2018**. Your membership dues contribute towards the cost of this dinner three times a year. Please consider attending the next general meeting in January; you have already paid for it; enjoy the excellent food, the free bar and meet your colleagues in an informal atmosphere. Most folks arrive around 17:30 for drinks and socialize until 18:00 when everyone returns to their seats for a scrumptious meal served buffet style.

Attending general meetings is particularly **important** for Term employees for several reasons. Our Collective Agreement (CA) is a contract negotiated between the employer and our union which establishes wages and working conditions for all employees covered by the agreement. The CA between the Okanagan College and its members expires March 2019 which means bargaining for change for our new agreement is already in motion. Issues and concerns will be discussed at the next general meetings. Although your non-continuing representative can represent your

issues and concerns at the OCFA Council meetings; they are unable to vote for you during the General Meetings, you must be present in person to cast your vote. Allow me to highlight a few topics for you of the utmost importance that will be discussed at upcoming meetings:

- **Adjustment Factor** is applied to many Non-Continuing Faculty members which reduces your salary to 89% of a continuing members' salary. Although your workload is identical, and perhaps greater, your salary is reduced because you are term. Many OCFA Council members support eliminating this adjustment factor, but it is the membership at the AGM who decide by casting votes. This change may not be successful, but if you are not there to vote, it will never even reach the negotiation stage (see Section 37.2.2 for your salary's calculation).
- **Election** of OCFA Council positions including the Non-Continuing Faculty Representative is to occur at the Annual General Meeting in April 2019. May I extend an invitation to all Term members to become involved and volunteer your time as we head into Bargaining season.
- Discussion and voting on how the membership will want to proceed

with the upcoming **Bargaining** process. This includes voting on the issues important to the membership. As Term employees, you are members, so come out and vote. The Bargaining Committee is also looking for a term member to represent non-continuing issues and concerns. Please see Bob Groves Bargaining Chair's Report in the [Update, December 2016](#) on page 17 for an excellent overview of the working conditions of term faculty outlining some of the issues.

2. **Fair Employment Week** here at OC is October 21-26 2018. To support this annual campaign that promotes employment fairness for contract faculty working in Canadian universities and colleges. Volunteers are needed to assist with answering questions and passing out material. Please contact your rep if you are able to help out. The Federation of Post-Secondary Educators (FPSE) support the fair treatment of all academic staff regardless of their appointment status <https://www.precariousprofsbc.ca/>

- In support of this campaign, author Terra Poirer recently published her book "Non-Regular: Precarious academic labour at Emily Carr University of Art & Design". She discusses the precarious situation for instructors at Emily Carr University. This publication is being distributed free or at cost by faculty associations and unions across BC during the Fair Employment Week.

For more information, see: <https://www.helenpittgallery.org/publications/non-regular/>

3. **Canadian Association of University Teachers (CAUT)** have released the results of the first national survey of contract academic teaching staff at Canadian postsecondary institutions conducted during the 2016-17 academic year (2,606 respondents):
 - "These results reveal that many CAS (*contract academic staff*) are underpaid, overworked and sorely under-resourced. It's a dismal picture for the majority of these academics..." (CAUT executive director David Robinson, September 2018)
 - "Contract faculty do not largely, work part-time hours. Contrary to popular myths that contract faculty only teach, this research shows that a considerable percentage of CAS respondents participate in both research and service. Those who do participate in research and service are sometimes paid for it, however, most of the time they are not..." (page 36, para. 5).
 - "...most CAS feel they are treated with respect and collegiality on an interpersonal level. However, it is the conditions of their contract, at a structural or institutional level, that serve to exclude and cut them off from truly belonging to, and being recognized in, their

institutions and departments..." (page 33, para.7).

- "...42% of CAS believe their mental health was impacted by their Post-secondary education employment. 87% of those respondents believe their mental health was negatively impacted by their CAS employment" (page 5, para. 1).
- Just 19% of those surveyed think the post-secondary institutions where they work are model employers and supporters of good jobs" (page 5, para. 1).
- For survey results, see https://www.caut.ca/sites/default/files/cas_report.pdf

Note that the CAUT Western Regional Conference, Athabasca, AB is Thursday to Saturday, 18-20 October 2018.

If you are looking for a copy of the Common Agreement, have Right of Accrual Questions or want to know who is on council, visit https://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa.html You can also access [past issues of The Update](#), the OCFA newsletter, which contains reports from members of Council and the Executive. This is my last correspondence with you in my role as rep as I converted to a Continuing this summer. Please contact Marta Bashovski at MBashovski@okanagan.bc.ca who is your new NCFC rep and is keen to make your acquaintance. Welcome Marta!

All the best to you during the Fall semester,

Janice McQuilkin
Department of Communications
OCFA Non-Continuing Faculty Representative
OKANAGAN COLLEGE
Office: B233 250.762.5445 Ext. 4221
jmcquilkin@okanagan.bc.ca

Fair Employment Week, Oct 22nd -26th

<http://makeitfair.caut.ca/>

An increasing number of teachers at Canada's colleges and universities are trapped in precarious contract and part-time work. Contract and part-time work has quietly gone from a short-term stepping stone to a career-long condition. Many earn less than a living wage.

Thousands of professors are denied the opportunity each year to participate in (and be paid for) all aspects of academic work - research, teaching, and service. This has serious implications, not only for contract academic staff, but for students, their regular academic staff colleagues, and the integrity of post-secondary institutions.

We can change this, by improving the working conditions and job security of contract academic staff.

Fair Employment Week is October 22 to October 26, 2018. CAUT members across Canada are [hosting events](#) on campus to support fair treatment of all academic staff.



New Salary Scales effective April 1, 2018

Doug Birtwistle, Treasurer

Step	Annual Wage	BI-weekly Gross Salary
1	\$ 93,498	\$ 3,596.08
2	\$ 87,588	\$ 3,368.77
3	\$ 81,586	\$ 3,137.92
4	\$ 78,250	\$ 3,009.62
5	\$ 75,381	\$ 2,899.27
6	\$ 72,518	\$ 2,789.15
7	\$ 69,649	\$ 2,678.81
8	\$ 66,786	\$ 2,568.69
9	\$ 63,917	\$ 2,458.35
10	\$ 61,051	\$ 2,348.12
11	\$ 58,186	\$ 2,237.92

Our next pay increase will be on February 1, 2019. The increase will be 1% + the Economic Stability Dividend (ESD). It is still unknown what the ESD will be, if anything. That will be our last pay increase under our current collective agreement. Please check your pay stubs to verify you are getting paid at the correct step.

Get a copy of the Current Collective Agreement

The 2014-2019 Collective Agreement is 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)

If you would like a hard copy of the CA, contact one of your representatives on OCFA council or executive (see contact information below)

Photos from recent events

AGM, April 27, 2018





Kelowna Social, Fall 2018



Fall General Meeting, October 12, 2018



Members of OCFA Council and CARC

2018-2019

Executive:		Phone	Email
President	Sharon Mansiere	250-328-2206	SMansiere@okanagan.bc.ca
First VP, Chief Steward	Rod Watkins	250-804-9973	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	Jillian Garrett	Ext 4283	JGarrett@okanagan.bc.ca
Faculty Liaison – Business	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Faculty Liaison – Health	Gurpreet Dhatt	Ext 4604	GDhatt@okanagan.bc.ca
Faculty Liaison – Non-Instructional	Roën Janyk	Ext 4660	RJanyk@okanagan.bc.ca
Faculty Liaison – Science	Bruce Campbell	Ext 4784	BCampbell@okanagan.bc.ca
Faculty Liaison – Technology	Vlad Neykov	Ext 4758	VNeykov@okanagan.bc.ca
Area Representative – Kelowna	Joe Hobart	Ext 4402	JHobart@okanagan.bc.ca
Area Representative – Penticton	Priscillia Lefebvre	Ext 3255	PLefebvre@okanagan.bc.ca
Area Representative – Salmon Arm	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca
Area Representative – Vernon	Jennifer Hobart	Ext 2355	JAHobart@okanagan.bc.ca
Non-Continuing Faculty Rep	Marta Bashovski	Ext 4294	MBashovski@okanagan.bc.ca
Pension Advisory Representative	Reg Marte	Ext 4760	RMarte@okanagan.bc.ca
Human Rights and International Solidarity Representative	Terry Bridges	Ext 4484	TBridges@okanagan.bc.ca
Status of Women Representative	Sasha Johnston	Ext 4270	SLJohnston@okanagan.bc.ca
Workplace Health, Safety and Environment Representative	Jasmine Korcok	Ext 4851	JKorcok@okanagan.bc.ca
Decolonization, Indigenization, and Reconciliation Representative	Deb Warren	Ext 4389	DWarren@okanagan.bc.ca

Collective Agreement Review Committee (CARC):			
Kelowna Campus Steward	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Penticton Campus Steward	Gabriel Balint	Ext 3402	GBalint@okanagan.bc.ca
Salmon Arm Campus Steward	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca
Vernon Campus Steward	Art Boehme	Ext 2243	ABoehm@okanagan.bc.ca