

The OCFA Update

Okanagan College Faculty Association Newsletter

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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 two remaining **OCFA Socials this Fall** are now confirmed as follows:

Salmon Arm: Friday, September 30th, 4:00 to 7:00 p.m. at Setter's Pub,

Penticton: Friday, October 14th, 4:00 to 7:00 p.m. on campus at OC Penticton, room TBA.

The **OCFA Fall General Meeting (FGM)** is scheduled for Friday, November 4th, 2011 from 5:00 p.m. to 8:00 p.m. in *Infusions* at the Cafeteria at KLO in Kelowna. Beverages will start at 5:00 p.m. followed with a buffet dinner and the meeting starting at approximately 6:30 p.m.

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

I wish to thank everyone for their submissions -
Richard Christie, *Editor*.

Members of OCFA Council and CARC 2010-2011

Executive		Phone	Email
President	Tim Walters	250-718-4161	TWalters@okanagan.bc.ca
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Second VP, Bargaining Chair	Nolan Fretz	250-718-6385	nfretz@okanagan.bc.ca
Secretary-Treasurer	Michelle Nicholson	250-718-6380	mnicolson@okanagan.bc.ca
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Faculty Liaison – Science	Joe Hobart	Ext 4402	JHobart@okanagan.bc.ca
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Area Representative – Kelowna	Gary Schwartz	Ext 4376	gschwartz@okanagan.bc.ca
Area Representative – Penticton	Ryan Ransom	Ext 3273	RRansom@okanagan.bc.ca
Area Representative -- Salmon Arm	Chris Clarkson	Ext 8248	cclarkson@okanagan.bc.ca
Area Representative – Vernon	Melissa Munn	Ext 2222	MMunn@okanagan.bc.ca
Non-Continuing Faculty Officer	Alan Rice	Ext 4226	ARice@okanagan.bc.ca
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Human Rights and International Solidarity	Marlo Edwards	Ext 4861	MEEdwards@okanagan.bc.ca
Status of Women	Norah Bowman-Broz	Ext 4215	NBowman-Broz@okanagan.bc.ca

CARC:

Kelowna Campus Steward	Norah Bowman-Broz	Ext 4215	NBowmanBroz@okanagan.bc.ca
Penticton Campus Steward	Sharon Mansiere	Ext 3234	smansiere@okanagan.bc.ca
Salmon Arm Campus Steward	Rod Watkins	Ext 8215	rpwatkins@okanagan.bc.ca
Vernon Campus Steward	Arthur ‘Gill’ Green	Ext 4801	AGreen@okanagan.bc.ca

President's Report

by Tim Walters

Hope your academic years are off to a good start, and that the transition from summer to the world of work wasn't too jarring. In the space below I'd like to update you on some things the OCFA has been working on in the past few months, as well as highlight some upcoming initiatives that you might be interested in.

FPSE AGM

Before breaking for summer vacation, I was very fortunate to be able to travel to the FPSE Annual General Meeting in Prince Rupert with several hard working members of your OCFA council: Chief Steward Sharon Josephson, Bargaining Chair Nolan Fretz, Secretary-Treasurer Michelle Nicholson, and Arts Representative Matt Kavanagh. As ever, this meeting provided many valuable opportunities for dialogue with our colleagues from colleges and universities across the province. FPSE passed several motions that may impact us in the upcoming years (you can read the entire minutes via the following link: <http://www.fpse.ca/files/uploads/AGM2011minutes.pdf>). Highlights included:

- Raising the FPSE strike pay (which exists in addition to our own robust defense fund) from \$40 to \$60 a day, and shortening the eligibility period to begin payment on the 4th day of job action
- Providing funds for an information campaign to address self-evidently gross inequities in the way non-continuing faculty are compensated, and making it a collective bargaining priority to improve these members access to professional and scholarly development funds
- To launch an information campaign and field a survey of all members regarding some proposed changes to the college pension plan: you'll be hearing more about this in the coming months, and I'd encourage everyone to take the time to get informed about these changes. I'll be enlisting our Pension Officer Doug Birtwistle to help in this regard once we know more about what is being proposed, and how it might impact us.

Fall Lobbying Efforts

One of the things that has become clear at the bargaining table for the past year is that, while we appear to be negotiating face-to-face with OC employees, we are really dealing with the province, who not only sets the financial parameters of the debate, but who also apparently need to sign off on just about everything before we can reach any agreement locally. Setting aside the broader question of whether or not this environment is really one in

which fair negotiations with our employers are even possible, this situation necessitates that we invest some of our energies in dealing directly with the provincial government, as they are clearly the ones controlling this process as well as the context in which it occurs. Accordingly, we are making several efforts to this end in the upcoming months.

As part of the provincial government's financial planning for the upcoming year, the Select Standing Committee on Finance and Government Services will be hosting a series of public meetings at which they solicit stakeholder input about budgetary priorities for the year ahead. On behalf of the OCFA, I will be making a presentation about the positive economic benefits of the work that we do at the consultation session in Kelowna on October 13th along with many members of council, and would encourage you to visit the following website and provide feedback electronically: <http://www.leg.bc.ca/budgetconsultations/hearings.htm>

Later in the month, along with the other FPSE presidents I will be travelling to Parliament in Victoria to lobby government directly for improved support for our sector. We will have the opportunity to make our case to the Minister of Advanced Education (Naomi Yamamoto), the Opposition Critic for this ministry (Michelle Mungall), as well as the head of the BC NDP (Adrian Dix).

I will then be travelling to Vancouver with other members of the OCFA bargaining committee for an FPSE conference on the state of bargaining. As well as planning our long term strategy for the next round of negotiations, we'll also be meeting with others in the provincial labour movement (for instance, BC Federation of Labour President Jim Sinclair) to work on collective strategies to force the government to deal fairly with the public sector.

Member Contact Information

I am in the process of compiling a complete and up-to-date database of all of our members, including contact information (home phone number, non-OC email address, designated home campus), which will help us in a few ways. First, it will enable us to communicate with everyone in the unhappy event of a strike or lockout. Second, it will make it easier for us to do costing related to bargaining proposals. Third, it will make it easier for me to contact members of certain demographics so I don't have to so regularly clog up everyone's inboxes with messages that don't really pertain to them. I will be contacting department chairs in the coming weeks and asking them to verify the information we have and help us to fill in any blanks, so it would be much appreciated if you could provide them with the details we require as soon as possible.

Upcoming Fall OCFA events

I'll be sending out more information about each of the following events as the dates approach:

Salmon Arm Social: *Setters*, Friday September 30th, 4:00-7:00pm

Penticton Social: *Location (on campus) TBA, Friday October 14th, 4:00-7:00pm*

Fair Employment Week: *Locations TBA, October 24th-28th*

Fall General Meeting: *Infusions, Friday November 4th, 5:00-8:00pm*

Finally, I'd like to once again to encourage any of you who have any good ideas about what your Association could or should be doing (or doing differently), or who would like to be more involved with the OCFA, to get in touch with me at any time (TWalters@okanagan.bc.ca) or phone (250-718-4161).

1st Vice-President's Report

by Sharon Josephson

Collective Agreement Review Committee (CARC) Report:

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

Your campus stewards:

Penticton: Sharon Mansiere, Biology, ext. 3234
Kelowna: Norah Bowman-Broz, English & Women's Studies, ext. 4215
Vernon: Gill Green, Geography, ext. 4801
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. Please feel free to call or email us.

Placement on the salary scale:

It's that time of year again when people get hired for less than they're worth. Article 34 lays out a formula for placement on scale but it's common for people to be placed below the step they are entitled to. Please have a look at your placement on the scale and give us a call if you need explanation of the formula.

Last minute work assignments:

It's also that time of year when people get hired at the very, very last minute or see changes to their work assignments just days before the start of term. Article 18.1.3 doesn't help us all that much; it says "If possible" faculty should have their work assignment by May 31. However, if we can show that last minute work assignments have become the norm rather than the exception, we might have a case to make to management. If you were given a late work assignment or late change, please let us know.

Conversion review this past summer?

Did you undergo a conversion review this summer? If yes, please get in touch with us to let us know your current status.

Conversion review coming up?

Is your conversion review coming up at the end of this semester? If yes, please let us know so we can ensure your committee follows the allowable practice for conversion reviews.

New Penticton Steward:

Long-time Penticton Steward, Kaya Forest, has left OC for new opportunities. Thanks to Kaya for her years of service. And thanks, too, to Sharon Mansiere for stepping up to take her place.

Student Non-Academic Conduct Policy

If you encounter a student in one of your classes who behaves in ways that make you nervous—carrying knives, angrily attacking other students on discussion posts, submitting essays with inappropriate content—it's imperative that you let someone know. If you have a student like this, please get in touch with a campus steward so that we can ensure the policy on Student Non-Academic Conduct is enacted.

2nd Vice-President's Report

by Nolan Fretz

Negotiations Committee (CARC) Report - Bargaining Update, September, 2011:

Submitted by Nolan Fretz, 2nd Vice President, Negotiations Committee Chair
Contact: Kelowna C330; ext. 4497; cell 250-718-6385

As many of you are aware, our current contract expired some eighteen months ago and we have been bargaining with the College and the province ever since. With the exception of Francie Greenslade who is on Extended Study Leave this year, the bargaining committee continues to be:

Nolan Fretz, Negotiations Committee Chair
Peter Murray, Negotiations Committee Speaker
Tim Walters, OCFA President
Sharon Josephson, OCFA 1st VP
Michelle Nicholson, OCFA Treasurer

When you last heard from us in June, we had tabled a comprehensive document to the College that we felt represented a solid attempt at reaching an agreement. The College received the document and required time to perform costing calculations. When we broke for summer vacations, they had not yet completed this work.

Upon our return this September, we attempted to arrange meeting dates with the College for September. However, they informed us that they needed a few more days to get all of their approvals in order for their costing and wouldn't be able to meet right away. As of this writing, we are still waiting for them to do that.

Some portions of our contract are negotiated at a Provincial bargaining table. As directed by the membership last year, one of the things we will be evaluating in this round of bargaining is if we will join with the entire Provincial Common Agreement which dictates a number of items beyond salaries. Once the Common Agreement is finalized, we will be able to bring it to a meeting for ratification. Unfortunately, this may still be a while. This group has not been meeting for quite some time. The leadership of FPSE is currently pursuing options to get the Province's representatives back to the table with intent to bargain and we should know if those efforts bear fruit shortly.

We enter the fall hopeful that we will be able to bring this process to a close in a timely fashion, but still needing the cooperation of those across the tables to do so. We appreciate the ongoing support of our membership. Your words of encouragement really are helpful.

Treasurer's Report

by Michelle Nicholson

The Faculty Professional Allowance fund started the year with \$7,088.38, the College made its annual contribution of \$35,000, and the fund earned \$22.74 interest bringing the total funds available to \$ 42,111.12. A total of 132 faculty members submitted claims which at the original \$350.00 maximum came to \$43,115.50. Since this exceeded the available funds the committee had to reduce the maximum claim amount to \$330.00. This brought the balance down to \$41,090.57 using up most of the balance carried forward and all of this year's funds.

As of August 31, 2011 we are right on budget for membership dues \$ 179,099.24 and under budget for expenses \$161,767. We have interest income of \$4,319.76 and a gain on investments of \$24,187.71. This gives us a total excess or revenues over expenses of \$45,839.02. If anyone is interested in seeing the Associations books please drop by me new office E224 Kelowna campus.

Human Rights and International Solidarity Report

by Marlo Edwards

As your OCFA Human Rights and International Solidarity officer, I'm helping organize a screening of the documentary Will the Real Terrorist Please Stand Up (Saul Landau, 2010). Check here for more info on the film: <http://realterrorist.wordpress.com/about/>

The screening will be in the OC theatre, Saturday Oct. 8, 7pm. Award-winning director Landau will be present to discuss the film, the Cuban 5, and the US government's strategic use of the term "terrorism" in general.

Please let me know if you would like to be involved in any way.

I'll be forwarding a poster shortly, and would appreciate you spreading the word amongst your students.

PPC Canada

Employee and Family Wellness Programs

PPC Canada is a long established (since 1977) Employee and Family Wellness Program provider with a reputation for quality with integrity. A pioneer in the field of Employee and Family Assistance (EFAP), we currently provide responsive and individualized services to more than 350 organizations across Canada.

With time-honoured programs, and professionally trained counsellors, we work with organizations committed to creating healthy and productive employees and workplaces.

Dynamic organizations select PPC Canada for our national and international capabilities, as well as the personal, local and regional service. We are a high touch organization, able to respond efficiently and quickly, and able to deliver “custom fit” Wellness and EFAP solutions for all types of companies and organizations.

Counselling:

PPC Canada's confidential counselling is focused on results, not rigidly bound by service limits, and assists with any personal issues, including:

- marriage, relationship, parenting and family concerns
- stress symptoms and stress-related problems
- alcohol and drug dependencies
- anxiety and depression
- work-related concerns
- life transitions
- family violence and abuse
- sexuality
- trauma
- grief and bereavement
- career enhancement
- eating disorders
- financial and legal problems
- aging parents
- workplace consultation
- ... and many others

The information above was taken from PPC Canada's webpages. For more information check their website at <http://www.ca.ppcworldwide.com/> .