

The Update



Issue 1 2013/2014

September 2013

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MEETING DATES

Socials

The OCFA is hosting socials in all four regions over the next three weeks. Please come out and meet your area representative, campus steward, and Executive.

Kelowna Social: Infusions, Friday, September 20th, 5:00-7:00pm

Salmon Arm Social: Setters Pub, Tuesday, September 24th, 5:00-7:00pm

Vernon Social: Alexander's, Wednesday, October 2nd, 5:00-7:00pm

Penticton Social: Kettle Valley Brew Pub, Wednesday, October 9th, 5:00-7:00pm

The Fall General Meeting is scheduled for 5:30-9:30 p.m., Friday, October 18 (Kelowna Campus Cafeteria, hosted bar at 5:30pm, dinner at 6:00pm, and meeting at 7:00pm).

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 Erin Radomske at eradomske@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/administration/ocfa/update.html>

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

Members of OCFA Council and CARC 2013-2014

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Pension Advisory Representative	Doug Birtwistle	Ext 4337	DBirtwistle@okanagan.bc.ca
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Collective Agreement Review Committee:			
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Service Acknowledgment

The OCFA would like to thank the following outgoing Executive, Council, and CARC members for their service: Sharon Josephson, Nolan Fretz, Satoshi Tomoda, Lindsay Kennedy, Marlo Edwards, Ryan Ransom, Steve Weber, and Sharon Mansiere.

President's Report

Tim Walters

Hi folks,

I hope your academic years are off to a good start, and that the transition from summer to the world of structured work wasn't too jarring. The OCFA Executive and Council have been busy planning for the year ahead – see below for a sense of what we've been up to - and we all hope you'll come join us for a beer, a bite to eat, and a chat at some of the following events.

Upcoming Fall OCFA events

Your representatives on Association Council and/or I will be sending out more information about each of the following events as the dates approach, but for now this is what we've got planned for the next few months:

Kelowna Social: *Infusions*, Friday September 20th, 5:00pm-

Salmon Arm Social: *Setters Pub*, Tuesday September 24th, 5:00pm-

Vernon social: *Alexander's Pub*, Wednesday October 2nd, 5:00pm-

Penticton Social: *Kettle Valley Brew Pub*, Wednesday October 9th, 5:00pm-

Fall General meeting: *KLO Cafeteria*, Friday October 18th, 5:30pm-

- 5:30: Hosted Bar
- 6:00: Dinner
- 7:00: Meeting

Fair Employment Week: *Locations TBA*, October 21st-25th

Lobbying efforts

Bargaining is soon to begin again, so FPSE and the OCFA are actively engaged in lobbying government, since they increasingly (and more than our local managers here at OC) establish the coordinates within which contractual negotiations take place. As part of the province's financial planning for the upcoming year, the Select Standing Committee on Finance and Government Services will be hosting a series of public meetings around BC at which they solicit stakeholder input about their 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 2nd along with members of council, and would encourage all of you to visit the following website and provide the government with your own feedback electronically: <http://www.leg.bc.ca/cmt/finance/budget-consultations.asp>

I will then be travelling to Vancouver with other members of the OCFA bargaining committee for an FPSE conference on October 5th at which we will discuss our bargaining strategy for the year ahead. As well as planning 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 encourage the returning government to deal fairly with the public sector.

FPSE are trying to arrange a meeting between President's Council and the Minister for Advanced Education (Amrik Virk), which will hopefully occur before the budget is unveiled in February 2014. I have already had the chance to meet the opposition critic for our portfolio, MLA David Eby, when he visited Kelowna this month as part of a fact-finding tour around the Province, and believe he will be a strong advocate for our sector and our membership.

OCFA Bursary and Tony Williams Memorial Bursary applications

If you have a family member taking any courses at the college, they are eligible for an OCFA/ Tony Williams Memorial Bursary. Applications are due on September 30th, and can be accessed here: <http://www.okanagan.bc.ca/Asset18590.aspx>.

In solidarity: Fortis BC workers locked out

Many of you will have noticed the workers protesting in front of the FortisBC office near the intersection of Benvoulin and KLO, just up from the OC Kelowna campus. I met with some of these folks last week because several faculty members had asked me if I knew anything about their situation or how we might help. More than 200 IBEW Local 213 and COPE workers have been locked out by their employer since June 26th, and with no end in sight. If you're interested in helping them out, they suggested contacting the British Columbia Utilities Commission, the agency that regulate FortisBC, to complain about the upcoming rate hikes which are occurring while workers are locked out, services are at risk, and the company is raking in huge profits. You can reach them here: <http://www.bcuc.com/ContactUs.aspx>. They also recommend refusing to pay estimated bills, which are currently being sent to FortisBC customers because they lack the manpower to send workers out to check meters and provide accurate billing information. If you refuse to pay a bill which contains an estimated charge, which is your right, then they'll need to send a manager out to do this, which will quickly become impossible, and will hopefully force the company to return to the bargaining table. Even stopping by to say hi or giving them a honk while driving past will help boost morale during what is obviously a terribly hard time for them.

Member contact information request

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 we require for a few reasons. 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 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.

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 (250-718-6387).

Hope you have a great term, and I look forward to seeing you at the socials.

Cheers,
tim

First Vice-President's Report

Rod Watkins Chief Steward

Hello everyone and welcome back. My name is Rod Watkins and I teach Philosophy. I am your returning First Vice President/Chief Steward.

We are also fortunate to have a great team of campus Stewards this year. **Sasha Johnston**, a member of the English Department, is your Kelowna Steward. **Howard Hisdal** of History is your Vernon Steward. Our Salmon Arm Steward is **Terry Kosowick** from the Business Department. I also want to welcome **John Mott** from Educational Advising as your new Penticton Steward. I want to thank all four of them for taking on this responsibility and agreeing to serve as our Stewards. If you need questions about the Collective agreement answered or have any concerns about the conditions of your employment, please do not hesitate to contact your Steward. We will do our best to answer your questions and successfully resolve any issues that arise.

I must also let you all know that during the fall 2013 semester, I will be on sick leave. In the interim, our President, Tim Walters, is serving as Acting Chief Steward. I am still monitoring all ongoing CARC business and contributing where useful. I will be returning to full duties both for the College and the OCFA in January.

I'd like to report a couple developments since the last update (as well as my report to the AGM in May).

FAC13/02: Service Recognition (Step 2)

A member in STH who will be retiring had approximately three years of service discounted for his Service Recognition payout since there was a 24 month break in service between those three years

and the remainder of his teaching history at the College. The College argued that the break in service made him a new employee and the previous years of service therefore do not count. In talks with HR and the member's Dean, we have argued that the language in the Collective Agreement on Service Recognition does not say the service must be continuous and that the language on new employees is from an altogether different article on salary placement and so does not apply. The College has changed its position on the previous years and has issued a policy that will include all years of service toward one's Service Recognition payout. CARC members voted to accept the settlement.

FAC13/04: Management access to Moodle (in abeyance)

We filed a policy grievance based on academic freedom and improper evaluation in early May when we learned that some managers and administrators had full access to member's Moodle sites. The College insisted that was only granted to those College Professor's Moodle sites who were undergoing a summative evaluation. The grievance was denied at step 2. I have written Jim notifying him that we are placing this in abeyance until we can have further discussions, possibly at JCAA. In the interim, the College has drafted a new policy regarding Moodle privacy and security. I recommend everyone review the new policy as it changes your working conditions.

([http://www.okanagan.bc.ca/Assets/Departments+\(Administration\)/Legal+Affairs/Use+of+Information+Technology+Resources.pdf](http://www.okanagan.bc.ca/Assets/Departments+(Administration)/Legal+Affairs/Use+of+Information+Technology+Resources.pdf)). Note in particular section 10: Monitoring and Privacy. Talks will continue.

Rod Watkins
Chief Steward/1st VP

Second Vice-President's Report

Chris Clarkson Negotiations Committee Chair

Greetings from the desk of the negotiations chair. For those who do not know me, I am a History professor, based at the Salmon Arm Campus, and have been at OUC/OC since 2003.

The current OC-OCFA collective agreement expires on March 31, 2014. As a result, the association has commenced preparations for the next round of bargaining. This report is intended to inform you of our immediate plans in that regard.

On September 6, the OCFA council approved my recommendations for a new bargaining committee including Tim Walters, Rod Watkins, Michelle Nicholson, Melissa Munn, and myself.

The committee's initial task is to facilitate the development of the association's bargaining proposals. This will take place according to a process and timeline agreed to by the OCFA executive.

Between now and the Fall General Meeting (FGM), I will be seeking input on bargaining proposals from the membership, the bargaining committee, council, and CARC. If you have an issue that you

believe should be addressed in the next round of bargaining, please email me at cclarkson.ocfa@gmail.com, or bring the issue to my attention at one of the OCFA campus socials. The bargaining committee will discuss these proposals, and will develop a list of proposals to be presented at the FGM in October for discussion. At the FGM, members will have the opportunity to speak on behalf of (or against) proposals, and to suggest additions to the list.

After the FGM, I will conduct a bargaining survey in order to gauge the importance of various collective agreement issues to the membership. The bargaining committee will then establish a prioritized and condensed set of proposals to be bargained, based on the importance of the issues to members and other strategic bargaining considerations. This set of proposals will be brought back to the membership for discussion and ratification at the Winter General Meeting.

At the same time, your local executive members will be working to coordinate our strategy with the other member locals of FPSE. On October 4 and 5, OCFA President Tim Walters and I will be attending FPSE bargaining meetings in Vancouver. I will report back on those meetings at the FGM.

In solidarity,

Chris

Human Rights and International Solidarity Representative's Report

Levi Gahman

Upcoming Events

Truth and Reconciliation: The OCFA-HRIS is supporting the efforts OC students are making in raising awareness about the Truth and Reconciliation Commission, as well as Indian Residential Schools. A nationwide Reconciliation Week is taking place September 18-22 to help create a shared understanding of the history and legacy that the Indian Residential School (IRS) system has had on Indigenous People, as well as Canada as a whole. Students from the Women's Studies Department, in consultation with the Truth and Reconciliation Commission Canada, are in the process of creating informational flyers about residential schools and the TRC. The OCFA is funding the production and printing of the flyers, and has also acquired several reports from the TRC that includes historical information about residential schools, as well as survivor accounts detailing the ongoing process of relationship-building that is taking place. The materials that the OCFA has helped acquire will be distributed at all OC campuses to further inform the OC community about Truth and Reconciliation, as well as the process of healing that is continually taking place for survivors of residential schools.

- The TRC flyers will be distributed by students from Women's Studies during OC's 5th Annual Pow Wow, set to take place on September 19.

- The same group of students will also be serving an Elder's Lunch (a monthly event that the Ki-Low-Na Friendship Society holds) at OC's Campus at noon on September 19. The Elder's Lunch provides the OC community an invaluable opportunity to offer the traditional knowledge holders, speakers, and caretakers of the local area (unceded Syilx Territory) the respect and recognition they so deserve.

Solidarity Encounter: The OCFA, RAMA (Red de Apoyo para Migrantes Agrícolas – Migrant Workers Support Network), Food Not Bombs, SAME (Students Against Migrant Exploitation) are working together to provide a social outing and meal for local community members, locked out FortisBC employees, and migrant workers from several different local farms. The OCFA has donated \$500 to the project, which will be used for the purchase of food, utensils, cooking supplies, and fuel for carpool transportation. In addition to the OCFA support, 10 Women's Studies students from OC, who are in the process of coordinating the launch of a community chapter of SAME, will help cook and serve the meal. The event has also garnered support by two other unions: the AWA (Agricultural Workers Association), as well as the United Food and Commercial Workers (UFCW Canada). In total, the Solidarity Encounter will involve approximately 50 workers and community members from several different countries.

Invited Speaker Tour: The OCFA-HRIS has confirmed that OC will have a guest speaker visit sometime this coming November. The speaker OC tentatively has scheduled is Tahltan Elder Lillian Moyer. Lillian has spoken out against the mining practices of Red Chris Mine and is also part of the ongoing Klappan blockade under the guidance of the Klabona Keepers Elders Society, which is dedicated to asserting Tahltan Aboriginal Title and Rights.