

# The Update



Issue 1 2016/2017      September 2016

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## LETTERS TO THE EDITOR

The *Update* welcomes letters to the editor, upcoming event notices, or other submissions. 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](mailto: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](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/update.html) Copies of the *Update* are also posted in local campus mailrooms.

## MARK YOUR CALENDARS

### FALL GENERAL MEETING:

*Kelowna Campus Cafeteria  
Friday, October 21st, 5:30 pm.*

### FALL CAMPUS SOCIALS

Salmon Arm: Setters Pub,  
Thursday, Sept. 8<sup>th</sup>, 5 pm (contact  
Terry Kosowick)

Kelowna: McCulloch Station Pub,  
Friday, Sept. 10<sup>th</sup>, 4 pm (contact Joe  
Hobart)

Penticton: Kettle Valley Station  
Pub, Thursday, September 29<sup>th</sup>, 5  
pm (contact Francie Greenslade)

Vernon: Alexander's Beach Pub,  
Thursday, Sept. 30<sup>th</sup>, 4:30 pm  
(contact Jen Hobart)

## 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 OC FA Exec members (see below). 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 last page of this newsletter for the list of your representatives).

# President's Report

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## Tim Walters

Welcome (or welcome back), everyone.

I'm writing on behalf of the Okanagan College Faculty Association to give you a little information, help you to figure out how to get in touch with us, and tell you about some upcoming OCFA events we hope you'll think about attending.

First, I'd like to ask you to take a minute to follow the two links below to find out who was elected to represent you at our exciting AGM in April, and would encourage you to get in touch with any of these Council/CARC members if you have any questions or if we can do anything for you at any point during the year. They are your voice on Council for the upcoming year, and should be your first point of contact should you need anything from us, or if we can help you in any way:

[http://www.okanagan.bc.ca/Campus\\_and\\_Community/employees/ocfa/council.html](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/council.html)

[http://www.okanagan.bc.ca/Campus\\_and\\_Community/employees/ocfa/carc.html](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/carc.html)

Second, I'd like to encourage you to attend one of our Fall events where you can meet your representatives in person. We have Fall socials planned on each campus, which are organized by your local OCFA community representatives to give everyone the chance to have an informal dinner and drinks—your union dues hard at work building solidarity!—with your new and returning colleagues. We'll also have our upgraded and much sought after orange OCFA lanyards, hard copies of your collective agreement, and OCFA member handbooks available at each event. As always, if attending any of our events requires travel or child care costs, you can claim those expenses here:

[http://www.okanagan.bc.ca/Campus\\_and\\_Community/employees/ocfa/links.html](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/links.html). And we'll have taxi vouchers on hand as well in case you need a ride home. Here's the information about each event:

**September 8th:** Salmon Arm Social, 5:00 pm at Setters Pub (<http://setterspub.com/>).

Contact: Salmon Arm Community Representative Terry Kosowick

**September 9th:** Kelowna Social, 4:00 pm at McCulloch Station Pub

([www.mccullochstation.ca](http://www.mccullochstation.ca))

Contact: Kelowna Community Representative Joe Hobart

**September 29th:** Penticton Social, 5:00 pm at Kettle Valley Station Pub

([www.kettlevalleystation.com](http://www.kettlevalleystation.com))

Contact: Penticton Community Representative Francie Greenslade

**September 30th:** Vernon Social, 4:30 pm at Alexander's Beach Pub

([www.alexandersbeachpub.ca](http://www.alexandersbeachpub.ca))

Contact: Vernon Community Representative Jen Hobart

**October 21st:** Fall General Meeting, 5:30 pm in the KLO Cafeteria (more details to follow)

Contact: OCFA President Tim Walters

**October 26<sup>th</sup>-28<sup>th</sup>:** Fair Employment Week (more details to follow)

<https://www.caut.ca/calendar/2016/10/24/default-calendar/fair-employment-week-2016>

Contact: OCFA Term Faculty Representative Steve Weber

On behalf of the entire OCFA Council, our very best wishes at the beginning of a new term, and we hope to have a chance to connect or reconnect with you all at the various socials

starting later this week. If we can be of any service to you in the meantime, please don't hesitate to get in touch.

Cheers,  
Tim

PS: On a personal note, I'd like to extend my gratitude to all of those of you who sponsored me on my recent "Campus to campus to campus to campus" fundraising walk. Around half of the almost \$12,000 we were together able to raise for OC student Gary Baker and his family came from OCFA members, which is a thrilling but not at all surprising display of compassion and solidarity from you folks. Thank you all so much for the support. I can't really put into words how impressed I was with ([https://www.facebook.com/grou . ps/325897461134859/?ref=aymt homepage\\_panel](https://www.facebook.com/groups/325897461134859/?ref=aymt_homepage_panel)).

Thank you all!

everyone's generosity, but I wrote a more fulsome expression of my appreciation for your many kindnesses on the donation page <https://www.gofundme.com/campustocampus>) and the event facebook page:



Okanagan College Employees greeting Tim Walters at the end of his 160 km hike.

# Get to Know: Tim Walters

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*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 President on the OCFA Executive?***

TW: I was talked into running for Chief Steward by former Chief Steward Craig McLuckie with the assurance of mentoring by Ross Tyner, the OCFA President. Unfortunately, after only a few months into my term, Ross Tyner had to step down as he accepted a position in OC management and, as per our OCFA Constitution, I had to step up to be President.

## ***What's your favourite thing about being President?***

TW: The people that I work with on Council and Executive and the Okanagan College management team. It is also a very challenging role, and I enjoy a challenge. Also, it gives me the opportunity to help do some good for our members – concretely, something positive happens for someone as a result of our work, and that is very gratifying.

## ***What did you do before you came to Okanagan College***

TW: I taught English, Cultural Studies, and Film at McMaster University in Hamilton, Ontario in a non-tenured position. I had very large classes there, for example I had 32 TA's for one Popular Culture class with over 800 students enrolled in it. I interviewed here at OC one week before classes started at both institutions and was hired 4 days before classes started. I liked the working conditions, the small classes, the scenery, and it was a continuing position.

## ***Favourite book or movie and why?***

TW: If I have to choose just one, today my answer would be the "Rosy Crucifixion Trilogy" (*Sexus*, *Plexus*, and *Nexus*) by Henry Miller. I actually have a tattoo on my arm of those books. My favourite movie today is *The Idiots* by Lars Von Trier, maybe my favourite director. It is a Danish film about a group of people who

gather at a house in Denmark in order to break social conventions by “bringing out their inner idiot.” It is one the films I wrote my PhD thesis on. It isn’t a universally liked film as it is deeply uncomfortable viewing.

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

TW: Almost everything I did as a young adult was embarrassing: I was a scandalous young adult, I’m afraid. I paid my way through university by participating in medical and psychological experiments, which led to many, many embarrassing moments.

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***Favourite quote ever?***

TW: From Frederick Douglass: “If there is no struggle, there is no progress. Those who profess to favor freedom, and yet depreciate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one; or it may be a physical one; or it may be both moral

and physical; but it must be a struggle. Power concedes nothing without a demand. It never did and it never will.”

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

TW: One of my first jobs was as an electrical cable installer at the CBC building in Toronto: my first union job! When I am not doing this, I am a long distance hiker/ back-packing enthusiast, which is more or less my favourite thing to do in the world.

# Chief Steward's Report

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## Rod Watkins

Welcome back OCFA members. I hope you all had a pleasant summer break.

The past few months have been busy. But before I get to that, I want to introduce your campus stewards. In Salmon Arm, Terry Kosowick returns as our steward. As well, Jeremy Lanaway returns as our steward in Vernon and Sharon Mansiere in Penticton. Finally, in Kelowna, I want to welcome Alan Rice to the CARC team. Please feel free to contact your steward if you have any questions or concerns.

So here is what I and CARC have been up to since our AGM last May.

In May, the College began an investigation under the Bullying, Harassment and Discrimination (BHD) policy of a bullying complaint and associated counter-complaint involving several OCFA members. As a result of the investigation, the College upheld one complaint and dismissed the remainder and issued a letter of censure to the respondent. We have a number of concerns about how this investigation was handled. Prior to the investigation, Chris Rawson, the acting director of Human Resources, and I drew up Terms of Reference for the investigation, as we always do in such cases, that included the provision that the OCFA would receive a copy of the investigator's report once it was complete. The College has nevertheless decided not to do so, citing privacy concerns. More on this below.

Also prior to the investigation I submitted a letter to Chris Rawson expressing our disagreement with handling the complaints

under the BHD policy, arguing that the personal harassment language in the CA takes precedence. Chris' response was expected: that the CA language only pertains to protected groups in the BC Human Rights Code. We disagree with that position.

As a result, we have grieved the discipline. The College's decision to withhold the investigator's report places the OCFA in a troubling position. One of our members has been disciplined as a result of a "secret investigation". We cannot properly determine if discipline is warranted without access to the investigator's report. So, in order to CARC to do its due diligence, we must automatically grieve in every such case to force the release of the investigator's report through the disclosure process (which generally does not happen until we have scheduled an arbitration at step 3). In effect, the College's new position will result in a proliferation of lengthy grievances.

This has been made worse by the adoption of a new Bullying, Harassment and Discrimination policy adopted by the Board of Governors in early July. A brand new Sexual Violence Policy (SVP) was also adopted at the same time. That policy too is problematic because it follows the process defined in the BHD policy. According to the amended BHD policy, investigation reports will always be secret, for both policies. The College has argued that it must do this to protect privacy. We obviously disagree. As a result, we have filed a policy grievance at step 2 arguing 1) that neither the BHD policy nor the SVP apply to OCFA members since our Article 9 takes precedence; and 2) that the decision to keep investigation reports secret is an abuse of management rights as well as other provisions in the CA.



This, I believe is a very important issue for our members and one that we intend to pursue doggedly.

Next, in July Zoe Towle (our FPSE representative), Leo McGrady (our legal counsel) and I met with a member who had been dismissed at the end of his/her probation (FAC14/04) to prepare for the arbitration scheduled for late August. After carefully reviewing our case, we elected to seek a settlement. We have come to terms with the College on that settlement and have, at the direction of Council, withdrawn the grievance.

Then, in early August, further preparations for the post-65 arbitration scheduled for mid-August were conducted. Again, Zoe, Leo, and with the help of Amy Cohen and Doug Birtwhistle (and me on the phone from holidays in Ontario), interviewed a number of witnesses. We also identified a few persons to add as grievors and even spoke with one such member, who was happy to be added. At those interviews, we learned some interesting news. As a result of some very recent decisions, our lawyer, Mr. McGrady, decided to make a Charter rights challenge to the provision in BC Human Rights Code that allows discrimination based on age for group health plans (such as ours). Since there was a Charter challenge, the Attorney General of BC had to be contacted. The Attorney General's office has decided to step in on behalf of the College to defend the provision. To prepare, they asked for an adjournment and received it. The arbitration will be rescheduled, likely in the spring.

Also on the table this summer is grievance FAC 15/12 of the letter of censure a member

received for an email he/she sent. Despite efforts to resolve the grievance, we have removed the grievance from abeyance and moved it to step 3.

Earlier in the summer, I sent out a request to all members to answer several questions about the scheduling pilot program. I informed the College that we would need time to gather and compile the information and that we would return to discussions in the new semester. I will repeat the request from members at the beginning of the semester when people are back at work. (Please ignore the email if you've already replied.) I'll then compile the results and prepare a report to CARC/Exec.

We have two arbitrations scheduled for this fall. The first will be Oct 17-19 for the Board of Governor's grievance—the grievance that forced a member to resign from Education Council. We will be conducting interviews, likely in early October

The other arbitration is for the letter of censure a member received from the College. In this case, we are defending our member's academic freedom to critically discuss programming direction and quality at OC. Arbitration is scheduled for Nov. 2-5. Interviews will take place in early October.

It's been a busy summer for CARC; I hope yours has been more relaxing.

Respectfully submitted,

Rod Watkins

# Bargaining Chair's Report

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## Robert Groves

Greetings, colleagues:

Our current collective agreement with the College runs from April 1, 2014 to March 31, 2019. You can access the agreement on the College website at:

[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)

Have a look at it. There is some interesting and, at times, surprising information contained therein.

As this is year three of our five year agreement, I am encouraging you to reflect on aspects of

the current arrangement which you feel should be altered and, I hope, improved, from the point of view of faculty. If you identify any such areas of concern, please contact me with details and I'll add them to my list of matters that should be discussed in preparation for our next round of bargaining.

I can be reached at:

KLO office C127

Local 4331

email: [bgroves@okanagan.bc.ca](mailto:bgroves@okanagan.bc.ca)

Best to all for a successful Fall semester.

Respectfully,

Bob Groves

2<sup>nd</sup> Vice-President and Bargaining Chair

### Get a copy of the Collective Agreement!

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)

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



# Workplace Health, Safety, and Environment Representative's Report

Jasmine Korkok

## Health and Safety Update: Violence in the Workplace

Violence in the workplace was a topic of discussion at the last FPSE Workplace Health, Safety, and Environment Committee meeting (Feb. 20), as it has been of recent concern with some incidents occurring on other campuses. For example, a student-on-student stabbing incident occurred at Emily Carr University of Art and Design in December 2015.<sup>1</sup> Violence-related incidents accounted for approximately 6% of WorkSafe BC claims in the education sector between 2009-2013.<sup>2</sup> "Violence" is defined in the WorkSafe OHS Regulations as "the attempted or actual exercise by a person...of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury";<sup>3</sup> it does not include verbal abuse or harassment.

One concern is if individuals with a known history of violence or certain behavioural issues could pose a threat of violence on campus. There is a fine balance between an individual's privacy and a worker's "Right to Know" if an individual (e.g. student) has a possibility of becoming violent toward them. Typically, a risk assessment must be performed on a case-by-case basis, but in general, safety trumps privacy – if you are at risk of violent behaviour from an individual, then you have a right to know. Disclosure of personal information, including medical and psychiatric records, would be supported under the Freedom of Information and Protection of Privacy Act (FIPPA) when the

(3) *OHS Regulation – Part 4. General Conditions*: Section 4.27. WorkSafe BC.

information is directly necessary for the protection of the health and safety of an employee.<sup>4</sup>

If you or a person you know has experienced violence or a threat of violence at work, please report any such incident immediately to Campus Security, and the police depending on the severity of the incident. Security can be reached by dialing 6699 or 250-317-2435. There is also an online Security Incident Report to be filled out,<sup>5</sup> which will assist with any necessary investigations.

If you have any concerns or questions, feel free to contact me or your local Joint Occupational Health and Safety Committee reps. Please also note that there is a Security Handbook available on the OC website, which links to the College policy on violent and threatening behaviour and includes many other important tidbits of information.<sup>6</sup>

(1) Zeidler, M. *Stabbing at Emily Carr University Leads to Cancelled Classes*. CBC News.

<<http://www.cbc.ca/news/canada/british-columbia/stabbing-emily-carr-university-1.3348374>>(accessed 25 Apr 2016)

(2) *Education Sector Statistics Overview, 2009-2013*. WorkSafe BC.

<<http://www2.worksafebc.com/Portals/EducationSector/Statistics.asp>> (accessed 25 Apr 2016)

<<https://www2.worksafebc.com/Publications/OHSRegulation/Part4.asp#SectionNumber:4.27>> (accessed 25 Apr 2016)

(4) *Freedom of Information and Protection of Privacy Act*: Sections 33.1(1)(f) and 33.2(e).

<[http://www.bclaws.ca/Recon/document/ID/freeide/96165\\_00](http://www.bclaws.ca/Recon/document/ID/freeide/96165_00)> (accessed 28 Apr 2016)

(5) *Security Incident Report*. Okanagan College.

<[http://www.okanagan.bc.ca/Campus\\_and\\_Community/employees/Ancillary-Business-Services/Security\\_and\\_Crisis\\_Management/Security\\_Incident\\_Report.html](http://www.okanagan.bc.ca/Campus_and_Community/employees/Ancillary-Business-Services/Security_and_Crisis_Management/Security_Incident_Report.html)> (accessed 2 May 2016)

(6) *Security Manual*. Okanagan College.  
<[http://www.okanagan.bc.ca/Assets/Departments+\(Administration\)/Ancillary+Security+Business+Services/Security/SecurityManualJune2015.pdf](http://www.okanagan.bc.ca/Assets/Departments+(Administration)/Ancillary+Security+Business+Services/Security/SecurityManualJune2015.pdf)> (accessed 25 Apr 2016)

# Human Rights and International Solidarity Representative's Report

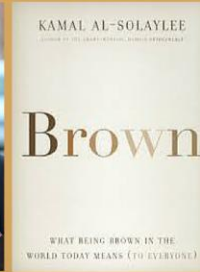
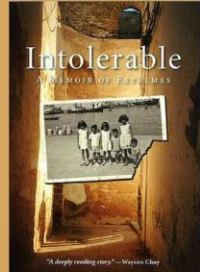
**Norah Bowman**

This past July, the HRIS committee brought journalist and filmmaker John Dougherty to the Salmon Arm and Kelowna campuses. Dougherty screened his film *Flin Flon Flim Flam* to audiences, and stayed for a lively discussion. The film uncovers the human rights abuses of Canadian mining company HudBay. HudBay has recently been charged with human rights abuses, including attacks on villages and murder in Guatemala. HudBay does not want this information released in Canada, and Dougherty explained that it is only because his film is produced in the USA that it can be presented in Canada without the threat of a defamation lawsuit. Audiences kept John in heated discussion for hours, and people who had not come to events at the college before came to the screenings. At both screenings, elders from Indigenous communities spoke, as this event was held on unceded Syilx and Secwepemc territory. I would also like to invite you all to attend a book signing and discussion with author Kamal Al-Solaylee on September 30<sup>th</sup> (poster on following page). All proceeds from this event will be donated to Syrian Refugee Families.



Film maker John Dougherty discussing his film *Flin Flon Flim Flam* at the KLO screening

**FRIDAY**  
**SEPT 30TH** **KAMAL**  
**AL-SOLAYLEE** **7 PM**



Born in Yemen but exiled to Beirut and Cairo, Kamal is now an award winning author and associate professor at Ryerson University.

## **Syrian Refugee Fundraising Evening**

Join us for an evening of reflection and Q&A followed with a wine reception, themed silent auction, and book signing with Kamal Al-Solaylee. Proudly hosted by the  
**CENTRAL OKANAGAN REFUGEE COMMITTEE**

**First United Church Kelowna**  
**721 Bernard Avenue**

**Tickets \$25 - Available at [kelownatickets.com](http://kelownatickets.com)**

*Author Visit Arranged by HarperCollins Speaker's Bureau*

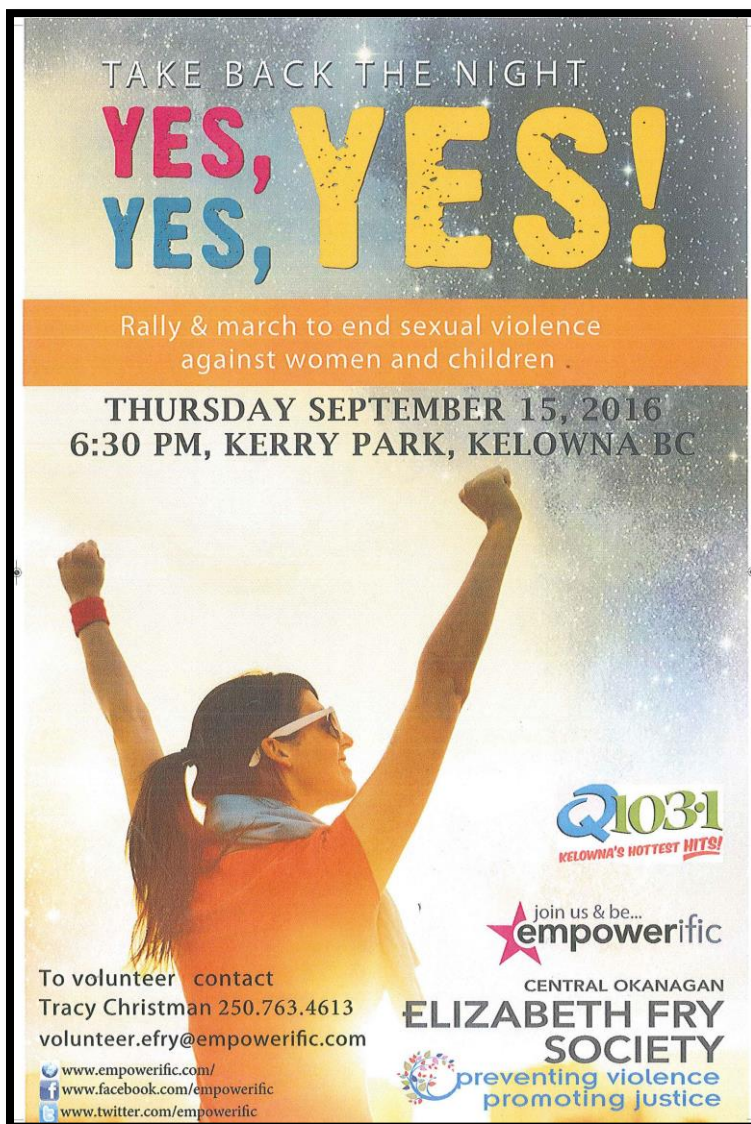


# Status of Women Representative's Report

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## Ann Marie McKinnon

Elizabeth Fry is hosting the annual *Take Back the Night Rally* in Kelowna (see below poster for more details). We are meeting at Kerry Park at 6:30 p.m. on Thursday, September 15<sup>th</sup>. I encourage you to attend and to encourage your students to do the same.





# Tony Williams' Memorial & OCFA Bursaries

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These bursaries 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. For any questions regarding eligibility or the application process, contact:

Alison Beaumont  
Financial Aid & Awards  
Okanagan College  
[abeaumont@okanagan.bc.ca](mailto:abeaumont@okanagan.bc.ca)<<mailto:abeaumont@okanagan.bc.ca>>  
250-762-5445 ext 4598

**Completed applications are  
due in the Kelowna Awards  
office by September 30<sup>th</sup>**

## Arts and Foundational Programs Research Hub

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The [Arts and Foundational Programs Research hub](#) is looking for your research stories! Do you have any recent successes or adventures to share? We are looking not only for publications but also 'stories' about your academic or research journey – What do you study? Why do you love studying it? How does your research connect with your teaching? It doesn't have to be lengthy, but photos or illustrations are welcome. The Research Hub page also contains a comprehensive list of publications – if folks could take a minute to review their entry and inform me of any errors it would be greatly appreciated. If you are new to the College or you would like your work listed, please get in touch. Research opportunities are also regularly updated, and there is now a form for submission of new opportunities posted at the bottom. Contact Rosalind Warner at [rowarner@okanagan.bc.ca](mailto:rowarner@okanagan.bc.ca) for details and submissions. The Hub is looking for members! Stay tuned for meeting and sharing information to come.

# Upcoming Events

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## **Nationally Coordinated Prisoner Workstoppage for Sept 9, 2016**

The following article was posted on the IWW Incarcerated Workers Organizing Committee website and submitted to the Update by Melissa Munn:

<https://iwoc.noblogs.org/post/2016/04/01/announcement-of-nationally-coordinated-prisoner-workstoppage-for-sept-9-2016/>

Prisoners from across the United States have just released this call to action for a nationally coordinated prisoner workstoppage against prison slavery to take place on September 9th, 2016.

This is a Call to Action Against Slavery in America

In one voice, rising from the cells of long term solitary confinement, echoed in the dormitories and cell blocks from Virginia to Oregon, we prisoners across the United States vow to finally end slavery in 2016.

On September 9<sup>th</sup> of 1971 prisoners took over and shut down Attica, New York State's most notorious prison. On September 9<sup>th</sup> of 2016, we will begin an action to shut down prisons all across this country. We will not only demand the end to prison slavery, we will end it ourselves by ceasing to be slaves.

In the 1970s the US prison system was crumbling. In Walpole, San Quentin, Soledad, Angola and many other prisons, people were standing up, fighting and taking ownership of their lives and bodies back from the plantation prisons. For the last six years we have remembered and renewed that struggle. In the interim, the prisoner population has ballooned and technologies of control and confinement have developed into the most sophisticated and repressive in world history. The prisons have

become more dependent on slavery and torture to maintain their stability.

Prisoners are forced to work for little or no pay. That is slavery. The 13<sup>th</sup> amendment to the US constitution maintains a legal exception for continued slavery in US prisons. It states "neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States." Overseers watch over our every move, and if we do not perform our appointed tasks to their liking, we are punished. They may have replaced the whip with pepper spray, but many of the other torments remain: isolation, restraint positions, stripping off our clothes and investigating our bodies as though we are animals.

Slavery is alive and well in the prison system, but by the end of this year, it won't be anymore. This is a call to end slavery in America. This call goes directly to the slaves themselves. We are not making demands or requests of our captors, we are calling ourselves to action. To every prisoner in every state and federal institution across this land, we call on you to stop being a slave, to let the crops rot in the plantation fields, to go on strike and cease reproducing the institutions of your confinement.

This is a call for a nation-wide prisoner work stoppage to end prison slavery, starting on September 9<sup>th</sup>, 2016. They cannot run these facilities without us.

Non-violent protests, work stoppages, hunger strikes and other refusals to participate in prison routines and needs have increased in recent years. The 2010 Georgia prison strike, the

massive rolling California hunger strikes, the Free Alabama Movement's 2014 work stoppage, have gathered the most attention, but they are far from the only demonstrations of prisoner power. Large, sometimes effective hunger strikes have broken out at Ohio State Penitentiary, at Menard Correctional in Illinois, at Red Onion in Virginia as well as many other prisons. The burgeoning resistance movement is diverse and interconnected, including immigrant detention centers, women's prisons and juvenile facilities. Last fall, women prisoners at Yuba County Jail in California joined a hunger strike initiated by women held in immigrant detention centers in California, Colorado and Texas.

Prisoners all across the country regularly engage in myriad demonstrations of power on the inside. They have most often done so with convict solidarity, building coalitions across race lines and gang lines to confront the common oppressor.

Forty-five years after Attica, the waves of change are returning to America's prisons. This September we hope to coordinate and generalize these protests, to build them into a single tidal shift that the American prison system cannot ignore or withstand. We hope to end prison slavery by making it impossible, by refusing to be slaves any longer.

To achieve this goal, we need support from people on the outside. A prison is an easy-lockdown environment, a place of control and confinement where repression is built into every stone wall and chain link, every gesture and routine. When we stand up to these authorities, they come down on us, and the only protection we have is solidarity from the outside. Mass incarceration, whether in private or state-run facilities is a scheme where slave catchers patrol our neighborhoods and monitor our lives. It requires mass criminalization. Our tribulations

on the inside are a tool used to control our families and communities on the outside. Certain Americans live every day under not only the threat of extra-judicial execution—as protests surrounding the deaths of Mike Brown, Tamir Rice, Sandra Bland and so many others have drawn long overdue attention to—but also under the threat of capture, of being thrown into these plantations, shackled and forced to work.

Our protest against prison slavery is a protest against the school to prison pipeline, a protest against police terror, a protest against post-release controls. When we abolish slavery, they'll lose much of their incentive to lock up our children, they'll stop building traps to pull back those who they've released. When we remove the economic motive and grease of our forced labor from the US prison system, the entire structure of courts and police, of control and slave-catching must shift to accommodate us as humans, rather than slaves.

Prison impacts everyone, when we stand up and refuse on September 9<sup>th</sup>, 2016, we need to know our friends, families and allies on the outside will have our backs. This spring and summer will be seasons of organizing, of spreading the word, building the networks of solidarity and showing that we're serious and what we're capable of.

Step up, stand up, and join us.  
Against prison slavery.  
For liberation of all.

Find more information, updates and organizing materials and opportunities at the following websites:

-SupportPrisonerResistance.net  
-FreeAlabamaMovement.com  
-IWOC.noblogs.org



## **Aboriginal Service's Annual Powwow and Pre Powwow Seminars**

Okanagan College, Aboriginal Services department is excited to be hosting our 8<sup>th</sup> Annual Youth Exhibition Powwow in the Courtyard, from 10am to 2pm. Everyone is welcome to attend.



This year will be raffling off a Signed Carey Price and Brendan Gallagher Montreal Canadiens jersey, with a gift certificate for a custom embroidery. Raffle and 50/50 Tickets are 2\$ each and proceeds will go towards Aboriginal Scholarships. Please come out and find us on the day of the powwow to purchase tickets and support our Aboriginal Scholarships.

If you can volunteer your time to set-up booths, assist elders, help direct our guests, serve food, or any of the many other tasks, please, call, email, or register online at:

[http://www.okanagan.bc.ca/Student\\_Services/students/aboriginal/Annual\\_Pow\\_Wow/Volunteering.html](http://www.okanagan.bc.ca/Student_Services/students/aboriginal/Annual_Pow_Wow/Volunteering.html) or contact Dawn Belliveau at the KLO campus, ext. 4682, or [dbelliveau@okanagan.bc.ca](mailto:dbelliveau@okanagan.bc.ca).

Aboriginal Services would also like to encourage you and your classes to attend one of the Pre-Powwow Seminars, which will be hosted on each campus.

**Salmon Arm Campus: Thursday, September 8, from 11:00-12:00**

**Vernon Campus lecture theatre: Friday, September 9, from 11:00-12:00**

**Kelowna Campus: Friday, September 9, from 2:00-3:00**

Our Powwow Master of Ceremony, Richard Jackson, will present an overview of powwows and answer questions about the upcoming 8<sup>th</sup> Annual Youth Exhibition Powwow

Key topics covered in the seminars will include:

- What is a Powwow?
- What is a Grand Opening?
- The meaning behind the songs and dances.
- What are the roles of the Master of Ceremonies and the Arena Director?
- Things to be aware of etiquette wise.

If you are able to attend with a class, please contact Dawn Belliveau [DBelliveau@okanagan.bc.ca](mailto:DBelliveau@okanagan.bc.ca) at your earliest convenience, with the approximate number of people.

If you do not have a class scheduled during this time, promotion and encouraging attendance would be greatly appreciated as we work together to promote awareness and intercultural understanding amongst our campus community. Everyone is welcome to attend.

O K A N A G A N C O L L E G E

# 8<sup>th</sup> ANNUAL POWWOW Youth Exhibition

Thursday, Sept. 15

Grand Entry – 10 a.m.

Closing ceremony – 2 p.m.

Courtyard, Kelowna Campus  
1000 KLO Road, Kelowna, BC

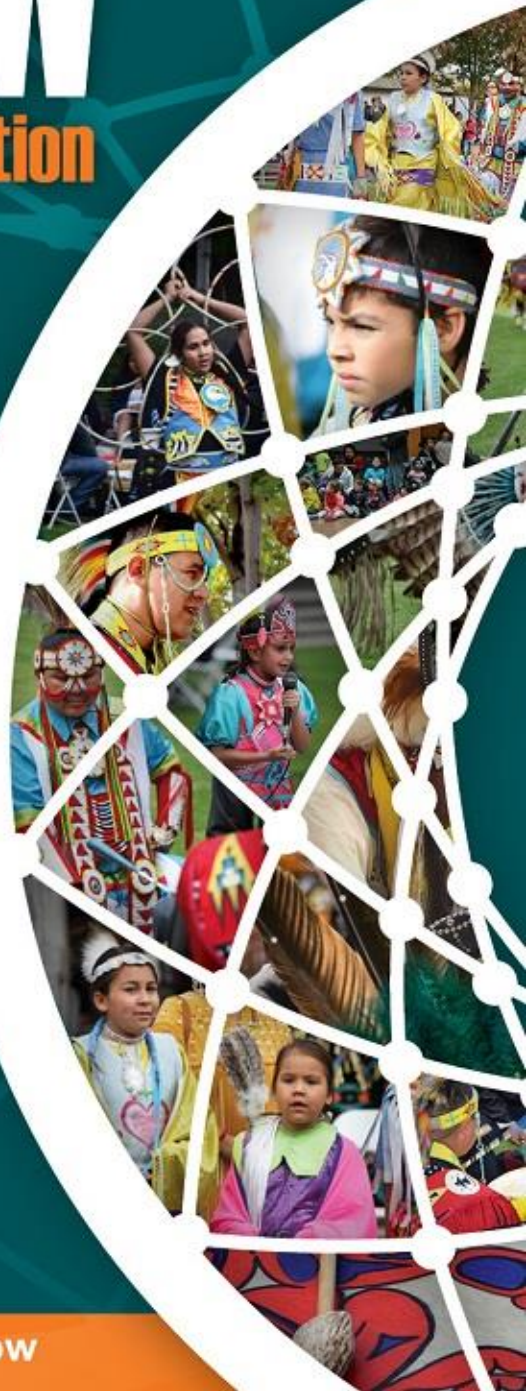
MC: Richard Jackson  
Arena Director: Noel Ferguson  
Drum Groups: The Cliffs and  
Iron Mountain

- *Invited Drums only*
- *All dancers welcomed*
- *A small gift to all the dancers in regalia*
- *Crafters and vendors welcome*



For more information contact  
Dawn Belliveau at  
1-877-755-2266 ext. 4682  
DBelliveau@okanagan.bc.ca

[www.okanagan.bc.ca/powwow](http://www.okanagan.bc.ca/powwow)



## Fair Employment Week 2016: October 24, 2016 - October 28, 2016



Each year CAUT and its member associations join with a coalition of unions and activists across North America to organize a week-long series of events highlighting the overuse and exploitation of contract academic staff. Stay tuned for details about what the OCFA has planned to commemorate this event!

# Members of OCFA Council and CARC 2016-2017

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

<b>Council:</b>			
Faculty Liaison – Arts	Matt Kavanagh	Ext 4819	<a href="mailto:MKavanagh@okanagan.bc.ca">MKavanagh@okanagan.bc.ca</a>
Faculty Liaison – Business	Shelley Johnson	Ext 4446	<a href="mailto:SJohnson@okanagan.bc.ca">SJohnson@okanagan.bc.ca</a>
Faculty Liaison – Health	Gurpreet Dhatt	Ext 4604	<a href="mailto:GDhatt@okanagan.bc.ca">GDhatt@okanagan.bc.ca</a>
Faculty Liaison – Non-Instructional	Mike Minions	Ext 4755	<a href="mailto:MMinions@okanagan.bc.ca">MMinions@okanagan.bc.ca</a>
Faculty Liaison – Science	Bruce Campbell	Ext 4784	<a href="mailto:BCampbell@okanagan.bc.ca">BCampbell@okanagan.bc.ca</a>
Faculty Liaison – Technology	Reg Marte	Ext 4760	<a href="mailto:RMarte@okanagan.bc.ca">RMarte@okanagan.bc.ca</a>
Area Representative – Kelowna	Joe Hobart	Ext 4402	<a href="mailto:JHobart@okanagan.bc.ca">JHobart@okanagan.bc.ca</a>
Area Representative – Penticton	Francie Greenslade	Ext 3221	<a href="mailto:FGreenslade@okanagan.bc.ca">FGreenslade@okanagan.bc.ca</a>
Area Representative – Salmon Arm	Terry Kosowick	Ext 8234	<a href="mailto:TKosowick@okanagan.bc.ca">TKosowick@okanagan.bc.ca</a>
Area Representative – Vernon	Jennifer Hobart	Ext 4484	<a href="mailto:JAHobart@okanagan.bc.ca">JAHobart@okanagan.bc.ca</a>
Non-Continuing Faculty Rep	Steve Weber	Ext 8251	<a href="mailto:SWeber@okanagan.bc.ca">SWeber@okanagan.bc.ca</a>
Pension Advisory Representative	Randy Brown	Ext 4373	<a href="mailto:RBrown@okanagan.bc.ca">RBrown@okanagan.bc.ca</a>
Human Rights and International Solidarity Representative	Norah Bowman	Ext 4215	<a href="mailto:NBowman@okanagan.bc.ca">NBowman@okanagan.bc.ca</a>
Status of Women Representative	Ann Marie McKinnon	Ext 4327	<a href="mailto:AMKinnon@okanagan.bc.ca">AMKinnon@okanagan.bc.ca</a>
Workplace Health, Safety and Environment Representative	Jasmine Korkok	Ext 4851	<a href="mailto:JKorkok@okanagan.bc.ca">JKorkok@okanagan.bc.ca</a>

<b>Collective Agreement Review Committee (CARC):</b>			
Kelowna Campus Steward	Alan Rice	Ext 4879	<a href="mailto:ARice@okanagan.bc.ca">ARice@okanagan.bc.ca</a>
Penticton Campus Steward	Sharon Mansiere	Ext 3234	<a href="mailto:SMansiere@okanagan.bc.ca">SMansiere@okanagan.bc.ca</a>
Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	<a href="mailto:TKosowick@okanagan.bc.ca">TKosowick@okanagan.bc.ca</a>
Vernon Campus Steward	Jeremy Lanaway	Ext 2214	<a href="mailto:JLanaway@okanagan.bc.ca">JLanaway@okanagan.bc.ca</a>

## SERVICE ACKNOWLEDGEMENT

The OCFA would like to thank the following outgoing Council, and CARC members for their service: Monique Powell, Allan Ilicic, Deb Warren, and Bruce Howes.