

The Update



Issue 1 2017/2018

September 2017

IN THIS ISSUE

Notices & Acknowledgements	2
Remembering Derek Cook	3
Campus Socials	4
Get to Know	5
President's Report	6
Chief Steward's Report	12
Tony Williams and OCFA Bursaries	14
Fight for Fairness Campaign	14
Retirement Info Package	15
2017-2018 Council & CARC members	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 email submissions to the Update editor Amy Cohen at acohen@okanagan.bc.ca.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are generally 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 or Exec members (see last page of this newsletter for the list of representatives).

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

FALL GENERAL MEETING NOTICE

**The OCFA Fall General Meeting
will be held Oct. 13th at the
KLO Campus Cafeteria.**

**5:30 pm: Hosted Bar
6:00 pm: Dinner
7:00: Meeting**

**Please RSVP for dinner to [Amy Cohen](#). No RSVP necessary for
meeting portion.**

**We look forward to seeing you
there!**

OCFA Service Acknowledgement

The OCFA would like to thank the following outgoing Council and CARC members for their valuable contributions to the association: Francie Greenslade, Shelley Johnson, Matt Kavanagh, Ann-Marie McKinnon, and Reg Marte.

Call for Volunteers for Vacant Council Positions

The OCFA is looking for volunteers for the following vacant Council positions: **Business Faculty Representative & Non-Continuing Faculty Representative** (the latter position also acts as OCFA representative to FPSE's Non-Regular Faculty Committee). Please see the [OCFA Bylaws](#) for the respective duties for these positions (See Articles IV, V, and VIII).

The OCFA is also seeking volunteers for a representative for FPSE's newly created **Decolonization, Reconciliation, and Indigenization Committee**. Terms of Reference for this committee are being drafted.

If you wish to volunteer for any of these positions, or if you would like more information, please contact OCFA President [Tim Walters](#).

According to the OCFA bylaws, Article III Section F.1, Council may appoint members to vacant positions between elections, with the appointments ratified at the next general meeting.

2017 Retirees

The OCFA would like to congratulate the following members who retired in 2017: Richard Christie (Physics and Astronomy), Melanie Murray (English), and Ellen Pederson (Biology). We wish you all the best in your retirement!

Moving on Up and Moving on In

The Okanagan School of Business is very pleased to congratulate the following five faculty members who have been converted to full-time Continuing positions.

Roberta Sawatzky, Mark Ziebarth, and Devin Rubadeau - Kelowna campus
Scott Overland and Erin Creagh - Penticton campus

We would also like to welcome two new full time continuing faculty members Todd Sanderson , Kelowna campus and Rocio Alejandre , Vernon campus.

Remembering Derek Cook

The college is hosting a **Celebration of Life for Derek Cook** on **Friday September 29th** at 5:30pm in the atrium of the new Trades building (KLO Campus).

The OC Foundation has also created a **Derek Cook Memorial Fund** and aims to raise \$20,000 in order to provide an annual award for a business student

Should you wish to contribute to the fund, you may do so in the following ways:

- Cheques can be made out to Okanagan College Foundation (with a note in the reference line that it is to be designated to Derek Cook Memorial Fund)
- There is a payroll deduction form available in myOkanagan where donations will be deducted directly from your pay cheque
- Donations can also be made [online](#). The Derek Cook Memorial Award is among the list of designations that can be selected in the drop down box. Note that anyone, not just alumni, can donate via this page. Receipts will be emailed directly to the donor with this option.

If you have any additional questions about the event or donations, please contact Katarina Hay @ khay@okanagan.bc.ca.

Campus Socials

The Kelowna Campus Fall Social took place at McCullough Station on Friday, September 15th. A total of 40 OCFA members attended.



Consider attending upcoming campus socials. The socials are excellent opportunities to meet your Union representatives as well as enjoy good food, drinks, and comraderie.

September 27th: **Vernon social**, 4:30pm, Alexander's Beach Pub (Contact: [Jen Hobart](#))

September 28th: **Salmon Arm social**, 4:30pm, Setters Pub (Contact: [Terry Kosowick](#))

October 5th: **Penticton social**, 5:30, Tin Whistle Brewing (Contact: [Priscillia Lefebvre](#))

Get to Know – Gurpreet Dhatt



What brought you to your current position of Faculty Liaison –Health on the OCFA Council?

GD: I was asking a lot of questions about our collective agreement and so the Chair suggested that I might like to get involved in OCFA so that I would have the answers for myself and to help others.

What's your favourite thing about being on Council?

GD: My favourite thing is being informed about what is going on.

What did you do before you came to Okanagan College?

GD: I had two jobs. I taught on contract at Kwantlen University regularly in the BSN program and also in the internationally graduated program for foreign nurses. I also taught full time in the RN and LPN at Vancouver Community College in the regular and continuing education program.

Favourite book or movie and why?

GD: Favourite book is Jack Canfield's Chicken Soup for the Nurses Soul. And my favourite movie is Hidden Figures, because it was about smart women and their achievements in the space program.

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

GD: I wore an Indian outfit, a shalwar kameez, and I had the pants on inside out.

Favourite quote ever?

GD: I am a big follower of the Dalai Lama, who said "When you talk you are only repeating what you already know, but when you listen, you may learn something new."

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

GD: I've been skydiving and I want to go bungee jumping.

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.

President's Report

Tim Walters

September 21st, 2017

Primary activities since last report (AGM: May 1st 2017):

Local:

Worked with our now former non-Continuing Faculty Representative Steve Weber and his subcommittee (Melissa Munn and Priscillia Lefebvre) on organizing the "Precarious Academic Labour in the Age of Neoliberalism," which I attended from May 5th – 6th. The event was an unqualified success, and I'd like to extend the gratitude of the OCFA to Steve, Melissa, and Priscillia for their exceptional work. I've received positive feedback from around the province, and organizing a sequel next summer has already been discussed at FPSE President's Council. I'm hopeful that videos of the presentations and discussions will be available electronically shortly.

Attended the first JCAA of the year, at which we were able to come to closure, or close to it, on several issues we have been discussing for the past few meetings:

1) The scheduling of formative evaluation issue is near resolution. Effective this year, evaluations will be done in a class chosen by the professor and administered by a student, who will seal and return the

completed forms. More on this once the fine print has been sorted out.

2) Issues regarding the way GIA expenses are handled have been resolved: if a member exceeds their estimated budget due to circumstances beyond their control, then they may retroactively apply to have those expenses reimbursed in the subsequent application round.

3) The college also presented a draft of the process for covering classes when OCFA members are released for union activities. More on this to follow.

4) We also talked about:

- Eligibility of part time continuing faculty for ESLs.
- Manulife's forthcoming pilot study on Pharmacogenetics, which some of our members will be invited to participate in starting this Fall.
- Issues raised by the high percentage of International students enrolled in summer session (see also below).

With sister Norah Bowman and the heads of the other bargaining units, I met with our newly appointed Minister of Advanced Education, Melanie Mark, and

her team. Excitingly (also shamefully), Minister Mark is the first female Aboriginal Minister in our Province's history, and she made a very good first impression. Indeed, the fact that she asked to meet with us at all was an overwhelmingly positive sign, given the consistent refusal of any of the Advanced Ed Ministers who we have dealt with for the past decade to choose to do so. While the meeting was short and introductory, we did have the chance to thank the Minister for the recent announcement of the restoration of free ABE/ESL courses, and to articulate some preliminary concerns regarding the growing exploitation of term faculty, the ways in which OC is disadvantaged by the current provincial funding formula, and the lack of sufficient support for Indigenous faculty and courses. For the first time since I became involved with the union almost a decade ago, we now have a minister who is willing to meet with us and who has encouraged us to contact her to discuss our members' issues: exciting times! (See photo below.)

Met with Russell Boris, head of International Education, to raise concerns about the high percentage of International students enrolled in summer session courses. While the college has found a way to help alleviate the problem of individual courses containing a disproportionate number of International students in classes during the regular semester, the summer session

is understandably trickier. I'll be contacting faculty who experienced problems in this regard over the past summer in the hopes of finding a solution to what OC recognizes as a serious concern.

Met again with VP Academic Andrew Hay to discuss ESL deferrals and how that affects future ESL eligibility: we resolved the issue for those faculty who have been impacted by this in the past several years, and agreed on a practice going forward. Faculty who are approved for an ESL and who then request to defer it will meet with VP Hay and will discuss before deciding how this will impact their ability to access this benefit in the future. The guiding principle will be that if a faculty member requests a deferral for work related reasons then this will not extend their future eligibility: if they ask to defer for non-work related reasons, then it will.

Met with President Jim Hamilton, primarily to discuss the impact of the new government's smart and humane policy decision to restore ESL and ABE funding, to get an update on the progress of the college's Indigenization taskforce, and to discuss potential changes to the constitution of the college's Board of Governors in the wake of the change in government.

Worked with the Executive and community reps to finalize arrangement for the general meeting and campus

socials: I would encourage all of you to attend.

With our incoming Penticton Community Representative Priscillia Lefebvre and Penticton Steward Sharon Mansiere, interviewed and evaluated the three shortlisted candidates for the Regional Dean position. One of the candidates we recommended was hired for the position.

Met with the OCFA reps on the GIA committee to discuss issues related to that fund: more on this to follow.

Attended summer convocation ceremonies in Kelowna and Vernon, and the student awards night in Salmon Arm.

Attended the official opening of the naʔkʷulamən garden on the Kelowna campus: it is located behind the e building, and if you haven't had a chance to do so yet, check it out.

Attended the June Board of Governors meeting: uneventful.

Provincial:

What a difference a few months makes! After having experienced over a decade of dealing with a government that completely refused to engage directly with FPSE in any way, within a month of their taking office, we have already had preliminary meetings with the new Premier as well as the new Minister of

Advanced Education, and with more to follow. The most immediate benefit of the end of the BC Liberal regime was the restoration of free ABE and ESL courses, which is a huge win for us as lobbyists/activists and, most importantly, for our students and the communities we serve. Our engagement with the new government will continue apace over the next two months, when we will be making presentations to the Select Standing Committee on Finance locally, as well as lobbying the government directly when Presidents Council heads to Victoria for meetings in the Legislature.

I attended the CLC (May 8th-12th) Convention in Toronto with Bob Groves and around a dozen other FPSE delegates. Minutes and video available here: <http://convention.canadianlabour.ca/>.

I attended the FPSE AGM in Victoria (May 15th-18th) with several other Council members: Rod, Bob, Doug, Amy, Jasmine, Norah, Randy, and Gilbert. The minutes will soon be available here: <http://www.fpse.ca/about/meetings-events/past-AGMs>. Your delegates argued forcefully for the motions we discussed at Council: to ask FPSE to support (morally and financially) our Turkish sisters and brothers in academia (approved!), and to ask FPSE to not support travel to the US until Donald Trump's racist travel ban has been rejected (not approved). We were also responsible for the motion that generated the liveliest and most

protracted debate of the convention by a country mile, the creation of a permanent non-regular faculty position on the FPSE Executive. While this motion was eventually rejected, it received support from about 2/3 of the delegates and 3/4 locals, and was responsible for the creation of a voting position on President's Council for the Chair of the Non Regular Faculty Committee, which is no small thing. (Side note: In a surprisingly hotly contested election, I was reelected by President's Council to serve for a third year as FPSE Executive Member at Large.) See images below.

I attended an FPSE PC meeting before and after the AGM, and then an FPSE President's retreat in Whistler (June 13th-15th), as well as an Executive planning meeting in Vancouver (June 26th). Unsurprisingly, much of our attention was oriented around planning for the upcoming year and the new challenges and opportunities presented by the fluid political situation in the Province. More on this to follow when the dust clears, but we are reorienting the "Open the Doors" campaign to focus on political advocacy for the moment, and have already had more positive interaction with our likely future government than we had with the previous one: several of the policies we advocated for made it into the platforms of the BC NDP and Greens, and appear also in the coalition agreement signed by those parties. Our job now is to push for the swift and sensible implementation of

those ideas, and we will be rolling out a lobbying plan for how to do that following the September PC meeting. We are living in interesting and exciting times! Other focusses for the upcoming year include preparations for bargaining, working on equity issues regarding term faculty, and on building high participation unions.

The FPSE Executive and President's Council is meeting next week, and we will then continue to discuss the ordering of policy priorities that we have been advocating for. I will also then be attending the first full meeting of the Working Committee on Secondary Scales (see LOU#5 of the Common agreement) where I will be arguing in the strongest possible terms for the right away eradication of all unequal and discriminatory treatment of our term faculty sisters and brothers at OC and around the province: we want equal pay for equal work, and pro rata *everything*.

The BC Federation of Labour has already begun to have preliminary discussions regarding the next round of bargaining, and the early signs are that most unions are keen to begin as soon as possible. The Nurses (who are not members of the Federation) made an agreement with the BC Liberals in the last round that they could open negotiations a year before their contracts expire, which means that they could be at the table as early as Spring 2018. Preliminary indications are that the general consensus at the BC Fed

officers table is that—given that we were pressured into signing 5 year agreements in the previous round, and given that we are for the first time in 16 years dealing with a (somewhat precarious) government that values unions and public sector employees—sooner might be shrewder than later. What any of this means for FPSE and for the OCFA remains to be determined, and we'll be gaming this out as a union and as a federation over the coming year, and have some complicated and difficult decisions to make together about the next round of negotiations.

On a personal note....:

I'd like to extend my sincere and heartfelt thanks to all of you that so generously supported my fundraising walk this year, either by donating, or by sending messages of support, or by helping to

spread the word. It really did keep me going when I desperately did not want to, and, much more importantly, it helped us raise (so far) almost \$12,000 for the family of one of our students which will make their terribly difficult lives a little bit less so, which is no small thing. I owe you all one.

Last but definitely not least...

I'd like to extend my gratitude to all of the happy warriors on the Executive, Council, and CARC for their ongoing efforts in support of our members and our organization, and give particular thanks to those of you who left Council since the AGM. I offer a grateful farewell to Ann, Francie, Matt, Reg, Shelley, and Steve, and a warm welcome to Nolan, Priscillia, Rosalind, and Sasha. We go again...

In Solidarity,

-Tim



FPSE AGM

Victoria, BC, May 2017



Meeting with new Minister of AVED, Melanie Mark



OCFA Delegates to FPSE AGM, Victoria, BC

Chief Steward's Report

Rod Watkins

Welcome back everyone. Before reviewing the activities of CARC over the summer, I would like to reintroduce you all to our campus stewards. Starting in the North, Terry Kosowick is our Salmon Arm Steward. In Vernon, Jeremy Lanaway is the campus steward. Alan Rice is steward in Kelowna. And in Penticton, Sharon Mansiere is the steward. Please feel free to contact your steward if you have any questions or concerns about your contract or working conditions.

Our existing grievances are as follows.

FAC15/02: Scheduling grievance. This grievance remains in abeyance pending a decision by Council. Council will decide how we to proceed after we finish collecting data on the latest scheduling process.

FAC15/12: Unwarranted Discipline. This is the grievance we attempted to mediate last November. That mediation failed to resolve the grievance. The arbitration is scheduled for Oct 24-26. We are still hopeful that we can reach a settlement without the expense of an arbitration.

FAC16/02: Improper SVP/BHD policy. FAC16/02 grieves two issues. 1) the shared investigation process for each policy currently denies the OCFA access to the investigator's report. 2) that neither policy applies to OCFA members as we have provisions in the CA that supersede the policies. With regard to 1), despite initially being hopeful the College would recognize that our duty of fair representation requires that we review investigator's reports for completeness and accuracy, the College has elected to make no changes to the policy. Preparations for

arbitration are proceeding. I will report when we have official dates.

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 make a determination of whether the discipline was warranted.

FAC16/04: Wrongful Dismissal. A member teaching distance education courses was dismissed for poor performance. The person dismissed filed a racial discrimination complaint against the Dean with HR. We also filed a grievance and placed it in abeyance pending the outcome of the investigation. We received the report in early summer. CARC will make a recommendation to Council based on our analysis of the report.

Lastly, I want to report on FAC13/07: Post-65 benefits.

The issue concerns the loss of Life, AD&D and LTD benefits for members who decide to work past age 65. The grievance is based on several arguments:

1. That the loss of benefits violates Local Article 9/Common Article 2 (which prohibits discrimination based on age).

2. That the provision of the BC human rights code that allows age discrimination in bona fide group health plans does not apply as the current health benefits were negotiated when mandatory retirement still existed. As such, it could not be bona fide.
3. That the discrimination is a violation of the Charter of Rights.

The breadth of the grievance has resulted in several interesting developments.

- a. Because of the challenge to the BC human rights code, the BC attorney general's office has taken up defense of the code.
- b. PSEA has determined that the result of the grievance will be the standard for the entire sector.

- c. Since we have leveled a Charter challenge, and though this is a policy grievance, we have had to identify members who have been harmed by the policy. To that end, I arranged multiple interviews with members who are nearing or over age 65 (still working or already retired) with Zoe Towle and Leo McGrady to learn how our members have been affected by this policy. We now have four members acting as grievors.

Unfortunately, shortly after arranging three separate sets of dates to handle preliminary objections and the merits of the grievance, the arbitrator resigned for medical reasons. We are currently negotiating with the College to select a new arbitrator.

In solidarity,
Rod Watkins

Tony Williams' Memorial & OCFA Bursaries

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

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

Fight for Fairness

From www.precariousprofsbc.ca



Instructors are the heart of colleges and universities across British Columbia. They work hard, sharing their knowledge and their research to ensure that students succeed and to improve the lives of all British Columbians.

Luckily, BC's colleges and universities have excellent and dedicated teachers. Unfortunately, a growing number of these educators are non-regular faculty: instructors with no job security and often lower pay, hired on a per course or limited-term basis, never sure if they will be working next semester. These poor working conditions hurt students and they hurt communities. It's time to change that.

The Federation of Post-Secondary Educators of BC (FPSE) opposes the casualization of academic work and advocates for the full employment and the fair treatment of all

academic staff regardless of their appointment status. FPSE and precarious faculty across BC are mobilising to build support for fair working conditions. Precarious faculty do the same work as regular faculty and have the same qualifications. Despite this, they often earn lower salaries, have no employment stability, and are treated as disposable employees by institutions.

BC's precarious faculty do the same work as regular faculty, and they deserve the same rights. Are you ready to join us as we fight for fairness? Sign our pledge [here](#).

Retirement Package Information

Doug Birtwistle

HR has a good information sheet for retiring employees. The sheet can be found on the OC website by clicking on Employees, then the Human Resources tab, then the Leaving Okanagan tab, or:

http://www.okanagan.bc.ca/Campus_and_Community/employees/Human_Resources/Leaving_Okanagan_College/Information_for_Retiring_Employees.html. You should check it out.

This information package expands on the information found on the sheet from HR.

DATE OF RETIREMENT

Article 30.1.1 of the Collective Agreement specifies that “an employee who wishes to retire must be at least age 55 and must give at **least** six months’ notice in writing by December 31st of the fiscal year prior to the planned retirement to their designated supervisor with a copy to Human Resources. This notice **may** be waived by mutual consent in writing. A college professor shall not retire during an instructional period without mutual agreement”.

A few members have retired at the end of the Fall term, typically on December 31, but most members retire at the end of the teaching year. Interestingly, the Collective Agreement does not suggest nor specify a date of retirement. For those members who have put in their notice by December 31st, planning to retire after teaching the Winter term, OC has been “negotiating” the date of retirement with members on a case by case basis. The “traditional” date negotiated has been July 31, but I have heard of members agreeing to a retirement date of June 30. You might

consider booking your holidays so that your last day of holidays is, in fact, July 31. In other words, work through the end of May, and take your holidays in June and July in the year you retire.

Regardless of when you agree to retire, it is important to ensure that your last day of work is as close as possible to the end of the month (not necessarily the end of an OC pay period). Your first pension payment will be received at the end of the month following the last month you worked in. So, for example, if your last day of work is August 1, you will not receive your first pension payment until September 30, whereas, if your last day of work is July 31 you will receive your first pension payment on August 31.

HOLIDAYS

Article 30.1.2 specifies that “upon retirement, a continuing employee shall be entitled to ... the normal vacation benefits due that year. Any **cash** payment of vacation shall be limited to the balance of unused vacation to a maximum of 30 days (see 43.1.4)”

Article 43.1.3 specifies that “upon notification in writing to the designated supervisor, an employee may carry over up to **twenty** days of annual vacation to the next vacation year.” There may be a deadline for such notification.

Article 43.1.4 specifies that “in the final year of employment, the employee may retain up to 30 days of unused vacation, pursuant to 30.1.2, up to the date of retirement”.

Articles 30.1.2 and 43.1.4 are important. They provide the possibility of receiving a

vacation payout (of up to 30 days) on the date of retirement. Carrying over the up to 20 days of vacation from the year before you retire to the year you retire (as specified in Article 43.1.3) might increase your chances of a vacation payout on the date of retirement. Depending on your teaching assignment, you may be expected to prove to your supervisor, in the year you retire, that you do have work to do (for example, organizing labs or preparing teaching material for the person who will replace you) during the non-instructional period, or your supervisor might assign work to you during the non-instructional period.

Note as well that you will be accruing holidays while taking your final vacation so you may want to receive a cash payment of those additional vacation days on the date of retirement rather than use them as vacation days. If you do the latter, you may end up moving your last day of work into the next month, in which case your pension payments would be delayed for a month.

SERVICE RECOGNITION RETIRING ALLOWANCE

Article 30.3 specifies “an employee on a continuing appointment who is retiring and who has a minimum of **five** completed full-time equivalent years of service with the College or its predecessors shall, subject to the Memorandum of Agreement titled “Service Recognition on Retirement”, receive a service recognition retirement allowance at the rate of five working days for each year of completed full-time equivalent service with OC, prorated. Overload, summer session, extended semester and DE work shall not be included in the calculation of full-time equivalent service for the purposes of this clause. The service recognition allowance

shall not be payable to employees terminated for cause.”

The Memorandum of Agreement states:

1. The deadline for submitting notice to retire is the last business day of December in each year.
2. Where the number of eligible employees for the Service Recognition on Retirement Allowance generates a cost that exceeds the available funding in a Fiscal year, the allowance will be granted to those employees with the greatest length of service with the College.
3. An employee or employees who retire, but who do not receive the allowance as a result of the demand exceeding the available funding, will have preference over all other applicants in the subsequent calendar year and will receive their Service Recognition on Retirement Allowance as a retiring allowance in the Fiscal year following the retirement.

SICK LEAVE PAYOUT

Article 30.1.2 specifies that “upon retirement, a continuing employee shall be entitled to a **cash** payment equal to his or her accumulated sick leave to a maximum of 60 days ...”

TAX CONSIDERATIONS

The service recognition, sick leave, and unused vacation cash payout will appear on your last cheque. All are taxable, so you could take quite a tax hit on those payouts.

I am not qualified to give advice regarding tax implications of such payouts. You should do some research on your own and/or consult a financial advisor. A few thoughts though:

1. HR **may** agree to a “split” of the service recognition cash payout, so long as the payout is completed in the same fiscal year. There is no policy on such that I know of, but you can ask to get, say, half your service recognition payout when you retire on, say, July 31 and the other half early in the next calendar year.
2. If you (and/or your spouse) have personal RRSP room for the taxation year in which you retire, you may want to consider using that room by purchasing RRSPs before the deadline. I am not sure if HR will arrange for a direct transfer. Your financial institution will let you know if a direct transfer is possible.
3. In addition to using your personal RRSP room, you may be eligible to transfer all, or most likely part, of your Service Recognition and/or Sick Leave payouts **directly** to an RRSP when you retire. HR will arrange for a direct transfer, if eligible. The amount eligible for such a transfer is:
 - (a) \$2,000 for each year or part of a year of employment with OC / OUC before 1996 plus
 - (b) (if you were not vested in the College Pension Plan at the time) \$1,500 for each year or part of a

year of employment with OC / OUC before 1989.

HR has been notifying retiring employees of any direct transfer amounts they might be eligible for. You may want to consider “building” RRSP room prior to retiring so that you can avoid tax on as much of the lump sum payout you might receive upon retirement as possible. Again, a tax and/or financial advisor would be able to help you out with such a strategy.

THE COLLEGE PENSION PLAN

You should contact the College Pension Plan six months prior to your planned retirement date. BC Pension Corporation will send you a retirement kit providing you with information on how and when to apply for your pension benefit as well as the option of purchasing extended health and dental coverage and having MSP payments be made through them. If you have a spouse or a common-law partner, you may, when completing your income taxes, elect to “split” the income you receive from the College Pension Plan. Income from RRSPs can also be split with a spouse or a common-law partner when completing your income taxes, but not until age 65.

The B.C. College Pension Plan website has plenty of additional information. Check out the “Near Retirement” tab on the website.

THE CANADA PENSION PLAN AND OLD AGE SECURITY

A few comments about other sources of income that you will be entitled to when you retire, or, depending on your age and other factors, while you are still working:

You can apply to receive payments from the Canada Pension Plan (CPP) as early as age 60, and as late as age 70. You can do this while still working, or when you retire, or after you retire. The age at which one receives a “full” CPP retirement pension is 65. If you apply to receive payments before age 65, your pension will be reduced. If you apply to receive payments after age 65, your pension will be increased from the “full” amount. If you continue to work while receiving your CPP retirement pension, and are under the age of 70, your CPP contribution will go toward **post-retirement benefits**, which will increase your retirement income.

Married or common-law couples may voluntarily share the CPP retirement pension. Unlike College Pension Plan payments, or payments from RRSPs, this “credit splitting” is done “at source”, as opposed to when completing income tax returns. Post-retirement benefits are not eligible for credit splitting.

The maximum monthly payment amount for an individual, in 2017, was \$1,114.17. Post-retirement benefits could increase that amount slightly. The average amount of a monthly payment for new beneficiaries in 2017 was about \$650. CPP benefits are adjusted in January of each year if there is an increase in the cost of living as measured by the Consumer Price Index (CPI).

You can apply to receive Old Age Security payments as early as age 65 or as late as age 70. As with CPP payments, if you voluntarily delay applying for OAS past age 65, payments will be increased. As of September, 2017, this benefit was \$583.74 per month if applying at age 65. OAS payments are adjusted quarterly for inflation. OAS payment may be partially or fully “clawed back” if your income is too high. In 2017, OAS payments are reduced if your net income exceeds \$74,788. In 2017, the entire amount of your OAS payment is clawed back if your income is \$121,230 or more.

Members of OCFA Council and CARC 2017-2018

Executive:		Phone	Email
President	Tim Walters	250-718-6387	TWalters@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	Rosalind Warner	Ext 4294	RWarner@okanagan.bc.ca
Faculty Liaison – Business	Vacant		
Faculty Liaison – Health	Gurpreet Dhatt	Ext 4604	GDhatt@okanagan.bc.ca
Faculty Liaison – Non-Instructional	Gilbert Bede	Ext 4751	GBede@okanagan.bc.ca
Faculty Liaison – Science	Bruce Campbell	Ext 4784	BCampbell@okanagan.bc.ca
Faculty Liaison – Technology	Nolan Fretz	Ext 4497	NFretz@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	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
Area Representative – Vernon	Jennifer Hobart	Ext 4484	JAHobart@okanagan.bc.ca
Non-Continuing Faculty Rep	Vacant		
Pension Advisory Representative	Randy Brown	Ext 4373	RBrown@okanagan.bc.ca
Human Rights and International Solidarity Representative	Norah Bowman	Ext 4215	NBowman@okanagan.bc.ca
Status of Women Representative	Sasha Johnston	Ext 4632	SLJohnston@okanagan.bc.ca
Workplace Health, Safety and Environment Representative	Jasmine Korkok	Ext 4851	JKorkok@okanagan.bc.ca

Collective Agreement Review Committee (CARC):

Kelowna Campus Steward	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Penticton Campus Steward	Sharon Mansiere	Ext 3234	SMansiere@okanagan.bc.ca
Salmon Arm Campus Steward	Terry Kosowick	Ext 8234	TKosowick@okanagan.bc.ca
Vernon Campus Steward	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca

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 executive (see contact information above)