

The Update



Issue 1, 2020-20201

October 2020

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SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write in response to what you read in the newsletter or about other Faculty Association matters. Letters to *The Update* do not represent the opinions of the editor nor the OCFA Executive or Council. Please send submissions to *The Update* editor Sasha Johnston at sljohnston@okanagan.bc.ca or via intercampus mail.

A special thanks to Janice McQuilkin for her work reviewing *The Update*.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are held once every two weeks. OCFA Council meetings are generally held once per month. If you would like to bring forward a particular item for consideration please contact one of your OCFA Council members (contact information for all of your reps can be found on the last page of this newsletter).

DELIVERY OF THE UPDATE

The *Update* is now distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage at: <https://www.okanagan.bc.ca/okanagan-college-faculty-association>

Contact information for all Executive, Council, and CARC representatives can be found on the final page of this newsletter.

Please note that Association Council is currently seeking a representative from Technology. Please contact OCFA President Sharon Mansiere if you are interested in filling and/or have questions about this role.

Notices and Upcoming Events

Mark your Calendars!

The OCFA Fall General Meeting:

Friday, October 23rd via – you guessed it! – Zoom!

6:30pm: Zoom meeting room opens for hellos and virtual cheers

7pm: Meeting called to order

Upcoming Council Meetings:

- Friday, November 13th
- Friday, December 11th

OCFA members are welcome to attend Council Meetings. Please contact Sasha Johnston for information on meeting times and Zoom links.

Campus Socials:

Spoiler alert! Like everything right now, socials are online. Contact your area rep for login information, or refer to the OCFA Fall Semester Update email.

Penticton Campus: Tuesday, October 13th, 7pm

Kelowna Campus: Monday, October 19th, 4pm

Salmon Arm & Vernon Campus socials were held October 5th and 8th

Fair Employment Week - October 2020



MAKE IT FAIR FOR CONTRACT ACADEMIC STAFF

Fair Employment Week is CAUT's annual campaign to raise awareness about precarious employment on campuses and support local organizing to improve the working conditions of contract academic staff. This year's events will provide an opportunity for contract academic staff from across the country to come together virtually to network with one another and discuss the issues they are facing. Online events will include:

Monday, October 19 from 1 to 2:30pm EST: Organizing to Win for Contract Academic Staff: A CAUT Members' Panel

Hear case studies from across the country on how academic staff associations have organized around and won victories for contract academic staff. This event will take place in English with simultaneous interpretation into French.

Registration: <https://zoom.us/meeting/register/tJEpdO6tqz8tHN3rSuOyraZeQBr1nMrKGO3g>

Tuesday, October 20 from 1 to 2pm EST: Intellectual Property in a Time of Remote Learning for Contract Academic Staff: A Webinar with Dr. Sam Trosow

Join Dr. Sam Trosow, a professor at the University of Western Ontario, who will discuss the issues of ownership and control of course content for contract academic staff in a time of remote learning.

Registration: <https://zoom.us/meeting/register/tJUpcu6sqzoiHtPSaMu2eLCtGRKejzphd3KN>

Wednesday, October 21 from 1 to 2pm EST: A Keynote Address by Dr. Liz Morrish

Liz Morrish, an independent scholar and activist for resistance to managerial appropriation of the university and co-author of the book *Academic Irregularities*, will present a talk titled, "A plague on universities: How the pandemic has created breach points for the future of labour, pedagogy and values in higher education."

Registration: https://zoom.us/webinar/register/WN_cXISYq2ZSC-cXZj5bJY1VA

Thursday, October 22: A Social Media Day of Action

Friday, October 23 from 1 to 2pm EST: A Zoom social for contract academic staff

Join contract academic staff from coast to coast in an informal Zoom social. Folks will be put into breakout rooms to get to know one another, talk about the unique issues contract academic staff are experiencing, and join together in celebration of the work and contributions contract academic staff make to our universities and colleges.

Registration: https://zoom.us/meeting/register/tJMrc-murDsrH9JktPo-uT70bJ5v_ATrdK5-

The [Canadian Association of University Teachers](#) (CAUT) is the national voice for academic staff representing 72,000 teachers, librarians, researchers, general staff and other academic professionals at some 125 universities and colleges across the country.

Canadian Astronomy, the Thirty Meter Telescope, and Kanaka Maoli Resistance on Unceded Territory at Maunakea



“Dr. Uahikea Maile and Dr. Hilding Neilson will have a conversation about Canadian astronomy and its involvement in the Thirty Meter Telescope (TMT). An international consortium has proposed to build the TMT on Mauna Kea on Hawai’i island, despite strong resistance from the Kanaka Maoli community. Dr. Maile is a Kanaka Maoli scholar, activist, and practitioner from Maunawili, O’ahu, and an Assistant Professor of Indigenous Politics in the Dept of Political Science at the University of Toronto. Dr. Neilson is Mi’kmaq, from the Qalipu First Nation band, and an Assistant Professor in the Dept of Astronomy and Astrophysics at the University of Toronto, where he works on astrophysics and the intersection of science, astronomy, and Indigenous knowledge.



**Thursday, Nov 12, 3:30-5:00 pm PST
on Zoom**

**For more information: Terry Bridges
(tbridges@okanagan.bc.ca)**

Part of the Okanagan College Faculty Association Indigenous Knowledge Speaker Series

Your Money

Doug Birtwistle, Treasurer

Below is a summary of our investments and asset allocation as at September 30, 2020.

A few comments:

1. Our income for the period of February 1, 2020 (the beginning of our fiscal year) to September 30, 2020 is about \$23,600 less than budgeted. The reason? Our investment income. No surprise. Our pooled funds have not performed well this year as markets continue to be volatile and have not fully recovered from the initial sell off of stocks due to the pandemic crisis. Roughly one quarter of our assets are in equities. Our overall investment loss for the fiscal year to date is about \$4,800, representing a loss of about 0.5% of our assets. Our bonds have performed very well, partially offsetting the loss from equities.
2. Our expenses for the period of February 1, 2020 to September 30, 2020 are about \$60,000 less than budgeted. The reason? Roughly half the savings can be explained by less than expected time release taken by bargaining team members. The other half of savings can be explained by the AGM and socials being held remotely and very little travel being done by executive, council, CARC and other members. Lots of Zoom meetings happening instead.
3. Though 4 of our 5 pooled funds reported negative returns in the past year, the funds have increased in value by 4.11%, compounded annually and net of all fees, since first invested almost 5 years ago. Even after a poor year for equities, our pooled funds continue to easily outpace inflation. Our International Equity Fund performed extremely well last year. Our Optimal Growth and Income Fund, easily our most conservative fund and our fund with the most invested, has done as it should in a poor year for equities, losing only 1% of its value in the last year.
4. In viewing our asset allocation, you will notice that we are currently overweight in cash (maybe that is not such a bad thing these days) and underweight in fixed income. The Investment Committee will be meeting soon to review and discuss, among other tantalizing tidbits, the asset allocation and the possibility of investing some cash in a GIC and/or a bond. Our investment advisor will weigh in on what fixed income, low risk options are available.

Feel free to contact Doug Birtwistle if you have any questions, concerns or comments.

INVESTMENTS AS AT SEPTEMBER 30, 2020

A. FIXED INCOME (Bonds and GICs)

Investment	Matures on:	Value at September 30, 2020
1. TD Bank Coupon Bond	04 March, 2022	\$ 100 389.73 (+ 4.63%)
2. Ontario Hydro Bond	06 February, 2020	Matured – N/A
3. CIBC Flexible GIC (1.04%)	31 March, 2021	\$ 120 624.12
4. Bank of Nova Scotia Coupon Bond	18 July, 2023	\$ 125 044.01
5. Bell Canada Coupon Bond	15 May, 2024	<u>\$ 124 961.76</u>
		\$ 471,019.62

Some more information:

Investment	Purchased on:	Book / Purchase Value:
1. Toronto Dominion Bank Bond	19 September, 2017	\$ 89,665.00
2. Ontario Hydro Bond	19 September, 2017	\$ 169,279.00
3. Bank of Nova Scotia Bond	12 February, 2020	\$ 120,702.01
4. Bell Canada Bond	12 February, 2020	\$ 120,170.56

B. CASH

CIBC High Interest Savings Account:	\$	64,380.42
Cash:	\$	118,178.14

C. POOLED FUNDS

	M.E.R.	September 30, 2020 Values	1 Year Returns	Returns Since First Invested (Annual Compound)
1. Renaissance Optimal Growth and Income Fund	2.09%	\$ 112,624.73	- 1.07 %	+3.38 %
2. Edgepoint Canadian Fund	1.99%	\$ 42,211.11	- 14.89%	+0.12 %
3. Renaissance U.S. Equity Fund	2.27%	\$ 52,829.79	- 4.29%	+5.02 %
4. Renaissance International Equity Fund	2.83%	\$ 57,779.47	+15.15%	+8.35 %
5. Russell Global Infrastructure Fund	2.35%	<u>\$ 20,301.89</u>	- 11.83%	+3.77%
		\$285,746.99	- 2.09%	+4.11%

Lee Appleton at CIBC Wood Gundy charged a front-end commission of 1.3% coming out of our cash account. The management expense ratios (M.E.R.) of the individual pooled funds are shown above. The values and returns shown are net of all fees and include dividends earned. Returns shown are annually compounded returns. Units of the Dynamic U.S. Sector fund were redeemed on July 2, 2019. The annually compounded return on that fund, since first invested, was 1.73%.

D. ASSET ALLOCATION (on September 30, 2020) (Assuming 20% of Pooled funds are in fixed income investments and interpreting the CIBC High Interest Savings account as cash)

			SIPP Target / Range
1. Cash	\$ 182,558.56	19.4%	10% (0 – 100%)
2. Fixed Income and GICs	\$ 528,169.02	56.2%	65% (50 – 90%)
3. Equities	<u>\$ 228,597.59</u>	<u>24.3%</u>	<u>25%</u> (0 – 40%)
TOTAL:	\$ 939,325.17	100%	100%

New (and Improved!) Expense Amounts

WITH receipts, a maximum of

Breakfast: \$12.02

Lunch: \$14.01

Dinner: \$24.32

WITHOUT receipts (i.e. per diems):

Breakfast: \$6.29

Lunch: \$7.71

Dinner: \$14.60

Mileage: 50 cents/km

Fall Library Update

What's happening in the Library?

Submitted by Roën Janyk, Non-Instructional Faculty Representative

What's new at the Library?

- ♦ The Library is open
- ♦ New teaching toolkit
- ♦ Talis Course Resource/Reading Lists
- ♦ Open Education Resources
- ♦ Research Instruction

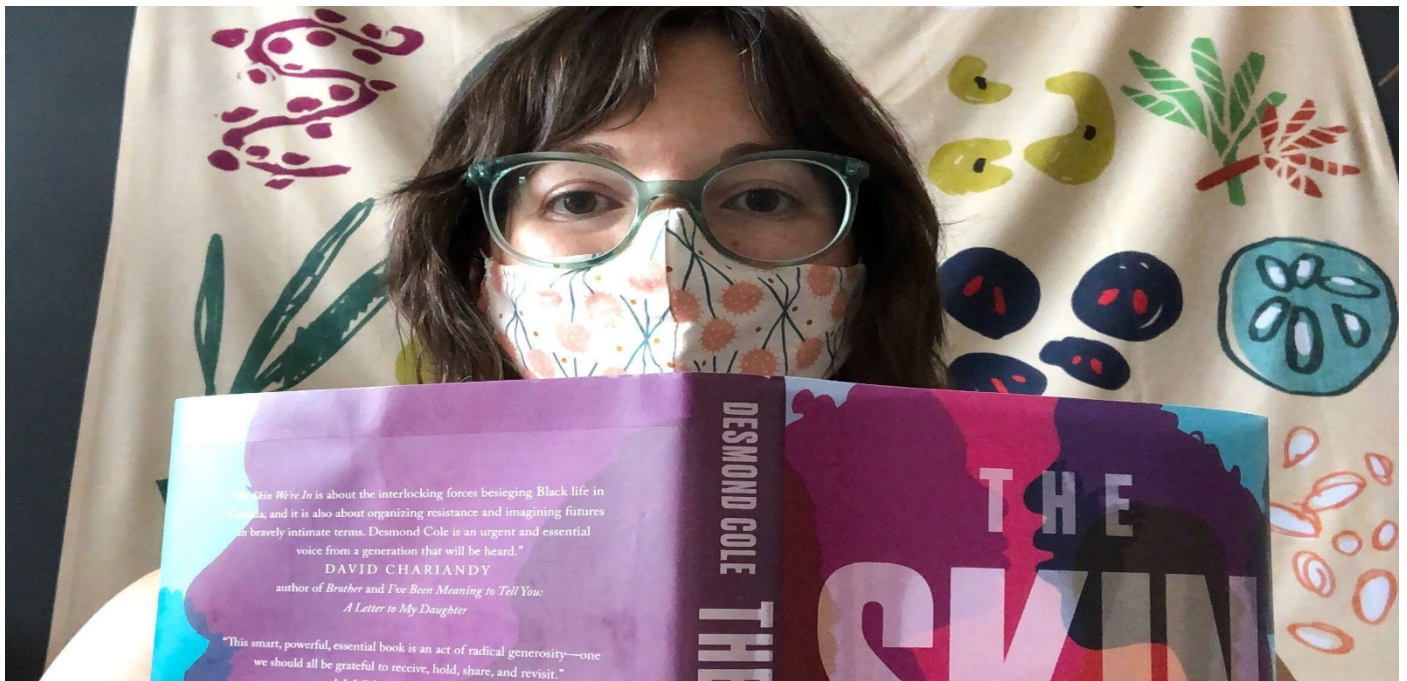


The Library is OPEN!

All campus libraries are open with limited in-person services. Students can schedule [study and computer spaces](#) online through LibCal. They can also make appointments online through LibCal to meet with a librarian via Zoom (or [other service areas](#) such as someone from a Success Centre). Drop-in Zoom reference services are also available.

New Library Teaching Toolkit in Moodle

Self-enroll in the [Library Toolkit](#) today and gain access to resources such as H5P activities on APA or MLA citation, research activities, access to online teaching resources and resource lists, worksheets, and more. This is a self-enrolling course but we encourage you to contact your [Subject Librarian](#) to learn more.



Talis Aspire Resource/Reading Lists

Test out the new [Talis Aspire resource and reading list system](#) today! Faculty and instructors from [business](#), [practical nursing](#), [interdisciplinary studies](#), and other departments have discovered how dynamic online reading lists can make your life easier. The lists can be integrated with Moodle courses and can streamline access to articles, streaming videos, and PDF content. Additional features include the ability to see how many students have completed readings.

The month of September brought almost 900 unique users to Talis lists, representing students from all of OC's regions and spanning as far as Northern BC.

Open Education Resources (OER)

OERs include content that you can reuse, revise, remix, and redistribute in your own courses. H5P activities are a great example. If you want to make your own resources available for others to adapt, get in touch with your [Subject Librarian](#). Making your teaching materials open does **not** include giving up your right to own the content, it simply gives you control over copies of your content, and how you want your content reused. Looking for ancillary resources? Let us help you find open resources that can be reused in your online courses.

Research Instruction

Librarians have seen a decrease in synchronous instruction sessions but an increase in demands for asynchronous resources. Contact your [Subject Librarian](#) to coordinate a style of research instruction that works for you. It is more important than ever to ensure our students have the information literacy skills needed to navigate the world of fake news and reliable information. Librarians can provide synchronous instruction for your classes, or create content to integrate into your online course modules.

President's report

Sharon Mansiere

Local

This summer Rod and I worked daily, weekends included, with no breaks until late August. I know this mirrors what many faculty experienced and the **amount of work** does not seem to be subsiding. The month of September 2020 was categorically the busiest month since the initial days of transitioning online in the spring for the offices of the OCFA president and vice-president. Rod and I have continued to be kept hopping on COVID related issues as well as significant concerns for faculty. The pivot to online has been a challenge and I know that being able to get some of the positive feedback from our students makes it feel all the more worth it.

Some of our **students** really are craving a break from focussing on the SARS-CoV-2 virus and COVID-19 disease. I have heard more than one telling their friends and families stories of amazing profs they are getting to listen to and how much help they got from counsellors, librarians and others. I feel we are giving them that break. Okay, there are likely to be a few zoom-gone-wrong type stories too, but we are bringing some new energy, some regularity, to their worlds.

The **daily union-OC roundtable meetings** with the college senior executive reduced to twice weekly, and now seem to be stable at once a week. This is a very different level of contact than the unions have enjoyed in the past, but speaks to how complicated navigating this pandemic has been.

Through the summer I had **semiregular meeting with chairs** and a Slack site to

collate information when information was coming very quickly. The chairs have been instrumental to help hold the institution together with many direction changes that created work, and repeat work.

The **Memorandum of Agreement** is a document that required "bargaining" right after bargaining had concluded. We were actively seeking gains or opportunities for our members, ensuring term rights were not trampled, as well as developing the college's capacity for being able to provide a compassionate workplace.

Health and Safety during the pandemic and always is a focus. Excessive work issues at the KLO Joint Occupational Health and Safety Committee have triggered that committee to push for more time resources; this other issues made it prudent to have someone with co-chair experience join to help support this process, so I have temporarily joined that committee.

I also participated in the **president's hiring committee** together with Tim Walters and representatives from the other unions, the board, and management. Our single recommendation went forward to the board and that process will be proceeding through the fall.

I have continued since before bargaining, to press the institution to secure more **Educational Technology** Coordinators. It has come to my attention that at times this fall there will be days with none of our Education Technology Coordinators

working. This while we are needing more supports than ever. We need our EdTech faculty to get relief from overtime and exhaustive hours, so this is no complaint of them, but we simply need to continually press for more faculty in this area.

The **OCFA Campus socials** have kicked off and their dates and other General Meeting dates have been distributed by email but will be posted on our college website site as well as on our Facebook page ([@OCFaculty](#)). We are looking at ways to have our own website through this year.

Our **Bargaining Committee** has continued to have weekly meetings to make things ready for the new committee that will be taking over the role for the next bargaining round. A lot of work on every article of the Collective Agreement was readied and that will be invaluable to the new team.

Gaining our member's **retropay** was simple for those still working as OC faculty. It was a significant challenge to contact those that left OC for work elsewhere as well as those that still worked for OC but no longer in the faculty association. The college's lack of cooperation on supplying our member's contact information (as is their legal obligation) has been a significant discussion at JCAA (Joint Committee on the Administration of the Agreement) in the past and that argument got new fuel when member's finances could have been impacted. We will be updating you on developments in this area this fall.

Provincial

The elections at the **Federation of Post-Secondary Educators** resulted in many positions seeing replacements. There was a challenge to the election leveled by those supporting those who had lost positions, and it even went as far as to have a legal review. The results and the process were deemed sound. Now representing us at the provincial level we have: President: Brent Calvert (CFU); Sec-Tres: Sean Parkinson (UFVFSA); 1st VP: Christina Neigel (UFVFSA), 2nd VP Chris Jaeger (VIU). Members at large are Shirley Ackland (NICFA) and Kevin Drager (ETAE).

Sharon Mansiere
President

Chief Steward's Report

Rod Watkins

Welcome back. I'd like to start by introducing your campus stewards:

Penticton: Colin Wallace

Kelowna: Alan Rice

Vernon: Arthur Boehm

Salmon Arm: Jeremy Lanaway

Please feel free to contact your campus steward if you have any questions about the Collective Agreement or your working conditions.

The most significant news I'll report is the approval of the COVID Memorandum of Agreement. Copies of the agreement have been distributed to the membership. In addition to varying the Collective Agreement in response to orders from Public Health. These variances will remain in effect until April 30, 2020. The MOA will also undergo a mid-term review to be completed by December 15th to make changes to the MOA as required. The MOA also resolves the FAC20/04: Special Courses.

Here are our existing grievances

Step 3

FAC13/07: Post-65 benefits.

The first hearing on the merits of the grievance will occur on November 23-27 in Kelowna. In preparation, we have been scheduling interviews with all those who have been named as grievors. This first hearing will address only the argument related to articles 9 and 37 in our local collective agreement. If

we win at that stage, the grievance will be resolved. If we do not win at this stage, there will be further hearings scheduled to consider the BC Human Rights Code and Charter arguments regarding age discrimination.

Step 2

FAC16/03: Unwarranted Discipline.

FAC16/03 grieves the letter of censure a member received after a bullying investigation. The grievance was based on two issues. 1) the refusal to allow the OCFA a copy of the investigator's report and 2) the lack of justification for the discipline. The College has since provided us a copy of the report. The grievance remains in abeyance pending the recovery of the member who is on an extended medical leave. The member is now able to participate in the processing of the grievance. As such, we will be removing the grievance from abeyance.

FAC18/08: Improper Use of Student Evaluations.

The FA filed a step 2 policy grievance over the use of formative evaluations as a result of the recent Ryerson interest arbitration decision. In that decision, the arbitrator ruled that student evaluations are doubly problematic: a) they are demonstrably discriminatory, especially against college professors who are young females, minorities, have an accent, etc.; b) are not a valid or reliable measure of teaching performance. The evidence presented at the arbitration was not challenged at all by Ryerson University. Given the strong evidence of their problematic nature, the FA grieved the

continued use of formative evaluations for purposes of hiring and promotion. We do not object to their use to facilitate instructors getting feedback on their courses, but to their use as a means of judging teaching performance. As such we have asked as a remedy that the College no longer rely on formative evaluations for hiring, promotion, and discipline, that they remove all previous formative evaluation documentation from all faculty personnel files and rewrite the questions on the formative evaluation forms to eliminate student evaluation of teaching performance. Andrew Hay, VP Academic, suggested we form a committee to transition away from the existing use of formative evaluations.

The committee will consist of six members:

Rod Watkins – Chief Steward
Sasha Johnston – Secretary
Janice McQuilkin – former Non-Regular Representative
Bill Gillet – Dean of Business
Yvonne Moritz – Dean, STH
Beverlie Deitz – ILT

Update: Language regarding formative evaluations has been tabled at bargaining. As such, this committee has stood down until bargaining is completed.

Update: the negotiations committee has removed our proposals on formative evaluations in its latest package. As such, we have removed FAC18/08 from abeyance and will proceed with the grievance.

Update: discussions at the committee regarding the grievance will proceed this semester.

FAC19/02 grieves the use of BCGEU library technicians to do Faculty Librarian work. We filed the grievance accordingly. The employer has denied the grievance at step one earlier this week. We have moved the grievance to step 2 to pursue it further. After further discussions, we have agreed to place the grievance in abeyance to allow the issue to be resolved at bargaining.

Update: this issue was not resolved at bargaining. As such, we have proceeded with the grievance and expect a resolution shortly.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Bargaining Chair's Report

Bob Groves

Greetings to everyone.

It was a busy summer for us all, working in our various capacities to remain healthy, and prepare for the challenges to come in academic year 2020/2021.

Following the ratification of our collective agreements by the Association in July, and the College and PSEA by early August, your bargaining committee took a breath to re-set before our work re-commenced once classes began in September.

Retroactive salary payments were made by the College late last month for those members it maintained were eligible. We were, however, disappointed at the reluctance of our employer to provide relevant contract particulars for all the persons who were employed after March 2019, when our previous collective agreement expired, but who are not employed currently. Those individuals would be entitled to receive retroactive pay for work provided at any time during the term of the new agreement, but they needed to apply for it by early last week in order for that to happen. This is something that will need to be handled differently in future when issues relating to retroactive wage payments arise in bargaining.

Your bargaining committee has met over the past several weeks to debrief what transpired during this last round, and to plan for the next one. It is sobering to note that our local will be in a position to give notice to the College to commence collective bargaining as early as

December 2021, a little over a year from now.

The round of bargaining just past was a difficult one.

From the outset, it was obvious that the employer's agenda was to extract concessions designed to increase management rights through the elimination of our protective layoff language, the elimination of our members' rights to bank workload, restrictions on members' rights to choose when they will retire, restrictions on members' rights to carry over unused vacation and, most importantly, the elimination of members' rights to decline assignments of work requiring them to teach special courses involving alternative modes of instruction, distance education courses, and external studies courses.

At the same time, the employer refused to consider almost all of the Association's proposals intended to improve the working conditions of our members and, critically, declined to agree to a release of the Service Improvement Allocation funds forming part of the province's "mandate" so as to ameliorate secondary scales at our local without an agreement that would permit it to assign special courses absent the consent of the members chosen to teach them.

Quite simply, the employer demanded far too much, and offered much too little.

In the end, the hard rollover of our local agreement meant that the employer achieved none of the local gains it sought,

and members' rights have been preserved.

The experience in this round has revealed an employer agenda designed to provide it with the tools to manage its workforce unencumbered by members' rights to control aspects of their work it took many years for us to secure. The hiatus until bargaining renews will provide time for the Association, and our sector generally, to prepare to meet this challenge, because it is not going away.

In addition, the inequities caused by secondary scales, and the burdens imposed by ever-increasing workloads continue to mar the landscape, and we will need to re-double our efforts if we hope to achieve success in our efforts to eliminate them.

The good news is that the investment the Association has made in this round has resulted in a thorough examination of our existing agreements and detailed rationales for the improvements we must continue to seek, moving forward. We have created a comprehensive template that establishes what needs to be achieved. What remains, however, is the work that needs to be done to establish the infrastructure for mobilizing the action that will need to be taken to get us there.

In the months to come, our Association must re-constitute its bargaining committee, and canvass the views of members regarding the issues that matter as we prepare for the next round. I anticipate that round to be even more challenging than the one we have just concluded, as our employers renew their efforts to claw back management rights in

an attempt to provide them with further tools to deal with what they will claim is a period of financial stress due to declining enrolments and operating shortfalls resulting from the pandemic.

More than ever, then, we must prepare our Association for the battles we know are sure to come. This means that the term "bargaining as usual" may be entirely out of step with the current reality. It also means that our sector must contemplate, seriously, new strategies, including forms of job action if necessary, to exercise more effective leverage over our employers, and thereby blunt what has become a familiar pattern marked by their setting the bargaining agenda for each new round, while we scrape and deflect to secure the gains that are possible within the confines of the playing field they alone have set.

Respectfully submitted,
Bob Groves
2nd Vice-President and Negotiations Chair

The 2019-2022 Local and Common Agreements are now active, but the OCFA has yet to receive updated copies. These will be made available on our website as soon as possible:

<https://www.okanagan.bc.ca/okanagan-college-faculty-association>

Members of Exec, Council, and CARC 2020-2021

Executive:		Phone	Email
President	Sharon Mansiere	250-328-2206	SMansiere@okanagan.bc.ca
First VP, Chief Steward	Rod Watkins	250-804-9973	RPWatkins@okanagan.bc.ca
Second VP, Bargaining Chair	Bob Groves	250-718-6385	BGroves@okanagan.bc.ca
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Faculty Liaison – Business	Alan Rice	Ext 4879	ARice@okanagan.bc.ca
Faculty Liaison – Health	Gurpreet Dhatt	Ext 4604	GDhatt@okanagan.bc.ca
Faculty Liaison – Non-Instructional	Roën Janyk	Ext 4660	RJanyk@okanagan.bc.ca
Faculty Liaison – Science	Bruce Campbell	Ext 4784	BCampbell@okanagan.bc.ca
Faculty Liaison – Technology	Vacant		
Area Representative – Kelowna	Laura Loewen	Ext 4776	lloewen@okanagan.bc.ca
Area Representative – Penticton	Bryan Penfound	Ext 3253	bpenfound@okanagan.bc.ca
Area Representative – Salmon Arm	Brian May	Ext 8212	bmay@okanagan.bc.ca
Area Representative – Vernon	Jennifer Hobart	Ext 2355	JAHobart@okanagan.bc.ca
Non-Continuing Faculty Rep	Megan L. Lewis	Ext 3269	mllewis@okanagan.bc.ca
Pension Advisory Representative	Randy Brown	Ext 4373	rbrown@okanagan.bc.ca
Human Rights and International Solidarity Representative	Terry Bridges	Ext 4484	TBridges@okanagan.bc.ca
Status of Women Representative	Olivia Sullivan	Ext 4763	osullivan@okanagan.bc.ca
Workplace Health, Safety and Environment Representative	Youry Khmelevsky	Ext 4741	ykhmelevsky@okanagan.bc.ca
Decolonization, Indigenization, and Reconciliation Representative	Norah Bowman	Ext 4215	nbowman@okanagan.bc.ca

Collective Agreement Review Committee (CARC):			
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Penticton Campus Steward	Colin Wallace	Ext 3247	cwallace@okanagan.bc.ca
Salmon Arm Campus Steward	Jeremy Lanaway	Ext 2214	JLanaway@okanagan.bc.ca
Vernon Campus Steward	Art Boehm	Ext 2243	ABoehm@okanagan.bc.ca