



The Update: Nominations Issue

Issue 3, 2020-2021

April 2021

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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.

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; it is also available on the [OCFA webpage](#).

Contact information for all Association Council representatives and Shop Stewards can be found on the final page of this newsletter.

Notices and Upcoming Events

OCFA Annual General Meeting **Friday, April 30th, 5:30-8:30pm via Zoom**

Come out and meet your colleagues at our Annual General Meeting (AGM) next week! The AGM is important to attend; you have a voice, a vote and you can be part of the vision going forward. For example, you will have the opportunity to vote on proposed By-Law changes (see the February issue of *The Update* for details) and other important motions.

Another good reason to attend the AGM is because this is where we will elect our Association Council representatives and Shop Stewards for the 2021-2022 academic year. All OCFA positions are one-year terms and are considered vacant until filled at the AGM.

Two official calls for nominations have now been circulated via email; nominations will be accepted up to and from the floor of the AGM. If you have questions about these or any other positions, please feel free to email the Chair of the Nominating Committee, Sasha Johnston: sljohnston@okanagan.bc.ca

Upcoming Council Meetings:

- May & June Joint Incoming/Outgoing Council Representative meeting dates to be determined following the AGM

OCFA members are welcome to attend Council Meetings. Please contact Sasha Johnston, Secretary, for Zoom links.

Accommodation Requests

If your doctor feels your health concerns warrant special accommodations when our return to in-person teaching and working is proposed for this fall, please consider initiating the accommodation process as soon as possible to avoid a need for a rushed process. I know we all wonder if we will be truly in-person, but early requests will avoid many difficulties for our students and offer departments the ability to smoothly address any approved accommodation requests. The first step would be to inform your supervisor. – Sharon Mansiere

2021-2022 Nominees

Please contact Sasha Johnston at sljohnston@okanagan.bc.ca if you are interested in running for any position.

| Position | Nominee |
|---|-------------------|
| President | Sharon Mansiere |
| First Vice President and Chief Steward | Rod Watkins |
| Second Vice President and Bargaining Chair | Alan Rice |
| Treasurer | Randy Brown |
| Secretary | Janice McQuilkin |
| Faculty Liaison - Arts | None |
| Faculty Liaison - Business | None |
| Faculty Liaison - Health | Gurpreet Dhatt |
| Faculty Liaison - Non-Instructional | Sarah Lefebure |
| Faculty Liaison - Science | Bruce Campbell |
| Faculty Liaison - Technology | None |
| Area Rep - Kelowna | Laura Loewen |
| Area Rep - Penticton | Jeremy Beaulne |
| Area Rep - Salmon Arm | Brian May |
| Area Rep - Vernon | None |
| Non-Continuing Faculty Representative | Emma Lind |
| Pension Advisory Representative | None |
| Human Rights and International Solidarity Representative | None |
| Faculty Liaison - Status of Women Representative | None |
| Workplace Health, Safety, and Environment Representative | Youry Khmelevsky |
| Decolonization, Reconciliation, and Indigenization Representative | Dallas Good Water |
| Kelowna Campus Steward | Sean Johnston |
| Penticton Campus Steward | Colin Wallace |
| Salmon Arm Campus Steward | None |
| Vernon Campus Steward | None |

2021-2022 Nominees: Executive Committee



Position: President

Nominee: Sharon Mansiere

Sharon's Reasons for Running:

This past year has been difficult for many of us in our work. Having completed nearly three years as President, one very nasty bargaining round, and a year of COVID, I feel that I stand before you as a more skilled and practiced nominee than I have ever been. Dealing with the pandemic has meant that for the union and the college, negotiations have had to continue fully during this time. This is unprecedented for the union except during the transitions from OC to OUC and from OUC back to OC. I feel that those years tested our union leaders and we know that through that testing we get growth. I feel I too have grown in this role. I continue to advocate strongly for our members and have worked hard to stay attuned to your positions which have developed through the pandemic as ours like other work places have adapted. One example of that is our positioning in discussions regarding on-line learning. Faculty's positions on this are varied and we have become very nuanced and matured our understanding along with the requirements that faculty have; we need to support you in this changing space. We were early to get our college to work with us as the pandemic has unfolded and this means our communication systems are better than most in our sector.

I have done my best to keep you informed in a professional way. This union is yours and transparency is important. Council has been doing significant work and you have seen sub-committee work come to General Meetings more than once with updates and advancements for improvements and recommendations for our union work. The excellent and dedicated members of council who do this work deserve our appreciation along those who while not on council have stepped up to assist where ever they can. With the pandemic creating more work for all of us these kindnesses of helping each other are more and more valuable.

Sharon's Bio:

I have been active in the union since I started at OUC in 1995 and transitioned to OC in 2005. Earlier, I used to do contract work as a field biologist. I am still chair of the Vaseux Lake Bird Observatory (one of 30 Migration Monitoring Network sites across Canada). I am an active board member of OSCA which normally runs the annual Meadowlark Nature Festival when SARS-CoV-2 is not upon us. The small natural history museum I have started for the college includes many skeletons. I keep them in a closet. I am active in my community. I chair the Summerland Secondary School Parent Advisory Committee. In addition to my biology degrees I also have an English degree but am not immune to typos. On zoom meetings from my home office I have company, so I felt that it was appropriate to introduce Willow too.

Nominators: Rod Watkins; Sasha Johnston



Position: First VP, Chief Steward
Nominee: Rod Watkins

Rod's Reasons for Running:

I have been Chief Steward for several years. Over those years, I am confident I have represented our members strongly but wisely. I consider it a mark of our success that we have had but one arbitration in my time as Chief Steward—the Post-65 benefits grievance. Rather than going to a costly arbitration, we have successfully resolved a significant number of grievances during my tenure. In cases where we could not resolve the matter locally, we frequently were successful at mediation. I think that speaks to the careful way in which CARC considers grievances and the best way to resolve them. Larger labour relations issues like grievances are, of course, a significant part of the Chief Steward's workload. The work that has been most satisfying to me personally, however, has been the many times over the past years that I have been able to act on behalf of members to resolve issues with the College. Whether that is making sure members receive the benefits they are entitled to or are paid properly on the scale, it is the personal member interaction that is the most rewarding part of the job. There are many of you out there who I have been able to help; it has been my honor to do so.

Rod's Bio:

After being awarded my PhD in Philosophy from the University of Toronto in 1996, I eventually earned a continuing position at the College in 2005. I served as the Salmon Arm Steward starting that very year and remained the Salmon Arm steward until I ran for Chief Steward in 2013, giving me over 14 years of CARC training and experience.

Nominators: Sharon Mansiere; Sasha Johnston



Position: Second VP, Bargaining Chair
Nominee: Alan Rice

Alan's Bio & Reasons for Running:

I am seeking your support in my bid to run for 2nd Vice President. I have extensive experience on Council and the Contract Administration and Review Committee (CARC). On Council, I have held the position of Non-Continuing Faculty Representative and Business Faculty Liaison.

The reason I am running is that I believe that OCFA and other Provincial Post-Secondary unions are facing a tough and critical round of bargaining. In the past round, the employer demonstrated that they are pursuing a concession-based approach to negotiation. I believe that they will be targeting key components of our agreement that could have a significant impact on our working conditions, security, and compensation. In addition, through my committee work, I have been working closely with the Executive on a number of important Council projects and feel that a position on Executive would enhance my ability to contribute to Council as a whole.

As Business Faculty Liaison I have represented the interests of Business faculty to Council and report regularly to the Department. I have played a prominent role on several Council Committees including the Elections Subcommittee, the Member Privacy Subcommittee, OCFA Bargaining Survey Committee, and others. In addition to administering the OCFA Bargaining Survey, I attended the FPSE Bargaining Coordination Committee meeting with the OCFA delegation this spring.

In addition to my OCFA roles, I have recently been re-elected Chair of the FPSE Education Policy Committee. This committee coordinates the review of Ed Policy issues province-wide. We are currently compiling information on the Post-Secondary response to COVID, the move to hybrid learning systems, and intellectual property issues related to on-line learning.

In my role as Non-Continuing faculty liaison, I also sat on the FPSE Non-Regular Faculty Committee. These committees meet twice annually to discuss precarious work-related issues provincially.

I have held the position of the Kelowna Campus Steward on CARC for several years. In this capacity, I supported the First Vice President (Rod Watkins) in several member grievances, investigations, and interviews with management. These issues have ranged from minor disciplinary meetings to dealing with the dismissal of members.

Nominators: Bob Groves; Sharon Mansiere



Position: Treasurer
Nominee: Randy Brown

Randy's Bio and Reasons for Running:

My name is Randy Brown and I am running for Treasurer of the OCFA. I have worked at Okanagan College for fourteen years, all of it as a professor in Electronics Engineering Technology.

I joined the OCFA Council nine years ago as the Technology Representative, and held that position for three years. Six years ago I became the Pension Advisory Representative on Council, and except for a one year hiatus three years ago, I have held that position ever since.

I decided to run for Treasurer because I am good with numbers, I enjoy financial accounting, I'm a stickler for details, and I know that I would be a very good Treasurer. Being on OCFA council for nine years, and the Pension Advisory Representative on Council over the last six years, has given me a lot of insight into matters of concern to the OCFA Treasurer, for sure.

As an undergrad at OC many years ago, I took Financial and Managerial Accounting courses. This last semester I took, BuAd 195 – Financial Accounting, at Okanagan College to help me refresh my Financial Accounting skills and knowledge. Great course, kudos to my excellent instructor!

This last semester I also sat down with the current OCFA Treasurer to get a feel for what is involved in being the OCFA Treasurer. I came away feeling very confident that I am capable of taking on this role. One of the first things I would like to do if I become Treasurer is to upgrade the computer hardware and software that the OCFA Treasurer is currently using. The hardware and software are quite dated and this would be a good time to upgrade everything, regardless of who winds up being the next Treasurer. Oh, in case anyone asks, by nature, I am a conservative investor, and I am a strong believer in Socially Responsible Investing.

The other reason that I want to be the OCFA Treasurer is to help the OCFA Executive with bargaining issues, and other issues of concern to our members. I support bargaining initiatives to support equal pay and benefits for our Term Faculty, to protect our fabulous defined benefit Pension Plan, to protect our rights around the assigning of special courses, and to improve our overall health care benefits. Being Treasurer will allow me to put a lot of energy into all things OCFA, which is really what I want to do.

Thank you for your support,
Randy Brown

Nominators: Ann McKinnon, Sasha Johnston



Position: Secretary
Nominee: Janice McQuilkin

Janice's Bio & Reasons for Running:

I have enjoyed serving on Council in several roles since 2013; as the Non-Continuing Representative and most recently as the Faculty Liaison Representative for Arts.

Encouraged by others, I now seek the support of our membership for the position of Secretary. I believe my background and skills are suited to this position.

In my life before OC, I worked for more than 15 years in the information technology industry in many roles including: technical writer, software trainer and instructional designer. My projects included everything from creating web-based help systems, designing software user guides, testing alpha software, writing technical specifications, producing interactive training videos and delivering workshops and training seminars for staff and clients.

I believe I can serve this position well and I would look forward to learning more about how the OCFA operates at OC, supporting Council members in their roles and working as a team with the executive.

Thank you your support.

Janice McQuilkin

Nominators: Randy Brown, Allison O'Neill

2021-2022 Nominees: Council



Position: Faculty Liaison – Health
Nominee: Gurpreet Dhatt

Biography:

Gurpreet Dhatt began her career as a Registered Nurse after graduating from Douglas College's Diploma Program (Vancouver) in 1996. In 2002, Gurpreet received her BScN Degree with Distinction from the University of Victoria. In 2008, Gurpreet graduated from the University of British Columbia with a Master's in Nursing Degree (Education focus). While working at Vancouver General Hospital (1997-2012) Gurpreet became a participant in the preceptorship program, she helped guide nursing students through their preceptorship. In 2002, Gurpreet was hired in her first teaching position at Vancouver Community College (VCC) where she taught in the LPN Pharmacology Upgrade Program. In 2003, Gurpreet accepted the position of Clinical Instructor at Kwantlen Polytechnic University in Graduate Nurse International Re-entry Program. In 2004, she joined the LPN Department at Vancouver Community College, then, in 2010, joined the BSN Program at Vancouver Community College. In 2012, Gurpreet joined the faculty at Okanagan College. Outside work, Gurpreet serves as a volunteer in the local community and sponsors children in under-developed countries and travel is a big part of her life.

Gurpreet's Reasons for Running:

In May, 2021, my term as Council Member of the Okanagan College Faculty Association (OCFA) will end. I would like to run again for the position of Faculty Liaison Health is ending.

I have been asked why I choose to run again. There are three reasons. First of all, I am anxious to see issues around workload in our profession kept uppermost in our minds. If problems arise, we must work together as a team to seek solutions.

Secondly, I think that continuity is important. If we leave the position after only a year or two, we may lose the impact of questions on nursing staff before they are solved.

Third, our faculty is very small. Sometimes it's difficult to find faculty members who have the time to volunteer for a position such as this.

I am delighted to let my name stand.

Nominators: Natalie Crang, Camilla Woods



**Position: Faculty Liaison – Non-Instructional
Nominee: Sarah Lefebure**

Sarah's Bio & Reasons for Running:

I've been working as a Counsellor at OC in Penticton for nearly 5 years and I am passionate about supporting the wellness of students and the broader College Community. I consider myself a career postsecondary counsellor, having started out with my practicum at Cegep St-Lawrence College in Quebec City in 2007, followed by two other colleges before starting at OC. In addition to individual counselling work with students, I'm very involved in the development and facilitation of wellness programming such as the Flourish Wellness Project. In 2020, my Counselling colleagues and I developed GROW@OC in direct response to challenges faced by students during the pandemic. My kitten, Nova, pictured here, became the mascot for GROW@OC, which has been a fun perk of working from home.

I'm running for this position because I value the work of the OCFA and I see this as a great opportunity to contribute. As a member of a minority group in our union (those of us faculty who don't teach), I will listen to my non-instructional colleagues and ensure that our particular considerations and needs are represented. Additionally, I recognize that we find ourselves at a unique point in history, as we start to prepare for a return to campus; I bring with me a lot of enthusiasm for reflecting on and learning about the impacts and possibilities of our pandemic experiences as we continue to move forward in these uncharted waters.

Nominators: Roën Janyk, Glendon Wiebe



Position: Faculty Liaison – Science
Nominee: Bruce Campbell

Bruce's Reasons for Running:

I wish to continue to serve the OCFA membership on Council as the faculty Liaison for Science. Working on behalf of the OCFA membership is enriching, sometimes exciting and allows for a greater engagement within the institution.

Bruce's Biography:

Bruce Campbell

Department of Biology

OCFA Council Faculty Liaison Science since 2014

Since joining Okanagan University College in May of 2000 as a research associate and term faculty I have served on various committees such as JOHS, ESL, OUC Research Advisory, Canada Research Chair Selection, Departmental Unit Review, as well as numerous selection and hiring committees of both administration and faculty. In addition to professional development which relates to my chosen field of study I have had the privilege to attend the Canadian Labour Congress Winter School on two occasions to participate in professional development and training which relates directly to serving on the OCFA Council.

Although I have served across a wide variety of institution committees at Okanagan University College and then after 2005 at Okanagan College, I have found serving as a member of the OCFA Council to be the most rewarding.

Nominators: Megan Lewis, Sasha Johnston



Position: Area Representative - Kelowna
Nominee: Laura Loewen

Laura's Bio & Reasons for Running:

I started at OC in January 1995 as a term employee in the psychology department. 14 years later I was finally offered a regular position which is a very long time but isn't actually the record under the old system. I am well acquainted with the way the college does business. In my time here I've seen the college mistreat many worthy faculty members and have decided I'd like to be part of the brave group that tries to protect and defend my colleagues.

As a Research Ethics Board member for 4 years and chair of the REB for 2 of those years I became acquainted with all of the exciting projects under way at OC.

In the last year as the Kelowna rep for the OCFA, I have enjoyed being a part of the mechanics of the way things work at our great institution. I was also privileged to be invited to represent the OCFA as the liaison on the Disability Management and Rehabilitation committee.

Thank you for your consideration.

Nominators: Leora Dahl; Sasha Johnston



Position:
Area Representative - Penticton
Nominee: Jeremy Beaulne

Jeremy's Reasons for Running:

Throughout my career in post-secondary education, I have seen how important it is for faculty to have strong union representation. I welcome the opportunity to contribute to the OCFA by advocating on behalf of the Penticton campus and encouraging Penticton-based faculty members to get involved in the union. I previously served as the Penticton Area Rep in 2013-2014.

Jeremy's Biography:

After working at Northern Lights College in Dawson Creek for several years, Jeremy joined Okanagan College's Department of English in 2008. He teaches courses in literature, composition, film, and acting. In addition, he is the artistic director of the Red Dot Players, Okanagan College's community theatre company.

Nominators: Matt Kavanagh; Sasha Johnston



Position:
Area Representative – Salmon Arm
Nominee: Brian May

Brian's Reasons for Running:

I have been at Okanagan College for 16 years, based on the Salmon Arm campus for the duration. I am actively involved in local campus activities, including scheduling, campus life, and attending campus meetings. My reason for running is to provide a voice for Salmon Arm faculty at OCFA Council. I don't approach the role with any particular agenda in mind, but rather would like to bring a balanced view to the table. In doing so, I am quite willing to listen to and advocate for the specific interests of the Salmon Arm faculty.

Brian's Bio:

I grew up in Newfoundland and then went on to post-secondary studies at Queen's University (BSc in Physics) and Dalhousie University (PhD in Physical Oceanography). I worked for 5 years as an assistant professor at University of Minnesota Duluth before coming to Okanagan College in 2005. I teach in both the Mathematics and Physics departments, primarily at the Salmon Arm campus. Outside of work, I spend a lot of my time outdoors running, biking and cross-country skiing. In the winters, I'm fully engulfed in helping coach our local cross-country ski team.

Nominators: Chris Clarkson, Amy Modahl

Position: Non-Continuing Faculty Representative
Nominee: Emma Lind

Nominators: Sasha Johnston, Priscillia Lefebvre



**Position: Workplace Health, Safety, and
Environment Representative**
Nominee: Youry Khmelevsky

Youry's Reasons for Running:

My involvement with OCFA includes Workplace Health, Safety & Environment Committee (WHSEC) local representative at the Federation of Post-Secondary Educators (2020–2021, 2011–2015); Joint Occupational Health and Safety (JOHS) committee member (2020–2021, 2017–2018, 2011–2015); OCFA's Kelowna Campus Steward (2010). I accomplished a Steward Training in 2010, OH&S Part 1 2-days training in 2013 and 2020, and Fundamental 55 — Job Hazard Analysis (2020). As a COSC faculty, I helped with an "I-Vote" voting web-system development for OCFA in my COSC 224 capstone project course in 2008. Additionally, during my first WHSEC/JOHS term, I initiated ventilation system installation in E and other buildings because many printer rooms didn't have ventilation systems. I helped with the OCFA website review in 2021.

Youry's Bio:

In another life, I was a researcher/engineer at an international biophysics laboratory for five years investigating low-level non-ionizing radiation effects on animals and extrapolating research results on humans. After being awarded my Ph.D. in Computer Science in 1992, I had a postdoc study at Harvard University, worked in industry and at universities, was a senior instructor at the University of South Pacific and then at University College Cariboo (now TRU). In 2004–2005 I was an Oracle Database Consultant at Alberta Energy, Government of Alberta.

Since joining Okanagan College in July of 2005 as an Assistant Professor of Computer Science Department, I have served on various committees such as EdCo, REB, ESL, GIA, PD, JOHS, OCP, Internationalization Strategy Committee, Departmental Tier III Review, as well as numerous selection and hiring committees of both administration and faculty. I was a chair of the Computer Science department in 2015-2018.

Nominators: Michael Conlin; Jim Nastos

Position: Decolonization, Reconciliation, and Indigenization Representative
Nominee: Dallas Good Water

Dallas' Reasons for Running:

I'm for running for the Decolonization, Reconciliation and Indigenization (DRISC) position to advocate for DRISC priorities as an OCFA representative. However, as a new hire with time constraints, I will be working in partnership with my fellow Indigenous Studies professor, Natalie Chambers.

Dallas' Bio:

Dallas Good Water joined Okanagan College as an Indigenous Studies professor in the Fall 2020 semester. She is Okanagan Syilx through membership in the Okanagan Indian Band. Dallas recently completed her Master of Arts in 2018 from UBC Okanagan.

Nominators: Norah Bowman; Sasha Johnston

2021-2022 Nominees: Shop Stewards



Position: Kelowna Campus Steward
Nominee: Sean Johnston

Sean's Reasons for Running:

To advocate for and assist OCFA members at the Kelowna campus. I've been at Okanagan College for 13 years and am currently Chair of the English Department. I have served on a number of committees over the years and am currently on the GIA committee, the Arts Professional Development committee, and Arts Curriculum Proposal Review Committee.

Sean's Bio:

I am from rural Saskatchewan and lived all over Canada, working on highway construction mainly, and went back to school every few years, getting a Journalism degree, an MA, and eventually a PhD from the University of South Dakota. I was hired at Okanagan College soon after (14 years ago), got married, and had two daughters (6 & 8 years old now). I'm also a novelist and short story writer, but I'm not trying to sell books here.

Nominators: Jillian Garrett, Sasha Johnston



Position: Penticton Campus Steward
Nominee: Colin Wallace

Colin's Bio & Reasons for Running:

Colin completed his Master's degree in human physiology from the University of Oregon in 2010, his PhD in neuroscience from UBC Okanagan in 2017, and a post-doctoral fellowship from UBC Vancouver in 2018. As the Penticton campus steward, Colin will advocate for a safe, fair workspace for all faculty to operate within.

Nominators: Rod Watkins, Sasha Johnston

President's Report

Sharon Mansiere

Local

New President – I have already had a couple of meetings with Neil Fassina and we have covered some very significant issues for faculty, the college, and our work with our students. Having been on his hiring committee with fellow OCFA member, Tim Walters, I feel I have already had a chance to dig in a little on some of the questions that were raised for us on that committee. I will continue to establish and maintain the open communication system our college has enjoyed with our past President, Jim Hamilton. Relative to many institutions in the sector we are consistently better informed and this has been most notable through the pandemic when I was able to 'fill in blanks' for many other union presidents who were given little or no information.

Faculty Positions on the Board of Governors and Education Council – The college had not posted all of these positions as of this printing, so at this point I will congratulate Devin Rubadeau who will be returning the Board and thank Vlado Neykov for running as well. Vlado recently served on EdCo and I wanted to thank him for his work in that role. I would also like to congratulate our faculty members serving on Education Council, all of whom have been declared elected by acclamation: Tim Walters (Shuswap Revelstoke); Leanne Mallory (North Okanagan); Bryan Penfound (Central Okanagan); and Priscillia Lefebvre (South Okanagan-Similkameen). I am truly pleased at people stepping into these roles as they form part of how we collegially govern our institution.

Meetings with HR and JCAA – The college has not made it a priority to become the drivers of health and safety so this continues to be the role of the unions, most actively through the Joint Occupational Health and Safety Committees. These function differently on each campus but have all tracked towards compliance with provincial law under the pressure from the union participants. We pointed out that this is a little backwards because all of the legal

implications fall to the college so they should be attentive and driving us to safer practices.

Budget Meeting - I attended the college budget meeting with Joe Hobart. He was an asset to have along as he knew many of the key budget changes that have come to the chairs. He and I have worked on these kinds of questions before and I appreciate that our union is filled with so many helpful people.

Upcoming meetings – Now that I have a tentative day for meeting with Non-Regulars, I am looking to be more available for meetings with departments but have found these challenging to fit in and I appreciate your patience on this.

Member support, grievances, and arbitrations – I have not mentioned this in previous reports, but Rod and I work as a team on so many of the important issues for members. I feel this is critical in case one of us is not well, and I also feel it is possible because of the amazing professionalism we have fostered for our teamwork. The issues we have been working together on include supporting term going through their summatives, salary placement revisions and errors, health support issues facing our members, grievance meetings on managers not following good process, and most importantly, the Post-65 Grievance. This last grievance has been on our books since 2015 and has the Provincial Auditor General intervening so is a significant issue we are working to resolve.

Provincial

President's Council - PC is an evolving place is what I have told Council and the look of provincial bargaining is still an open question. There will be as many as nine new presidents around the table or almost half new faces. These leadership roles during the pandemic are trying and have very long hours and I feel are taking their toll.

Sharon Mansiere
President

Chief Steward's Report

Rod Watkins

Hello. I first want to thank the members of the CARC committee for their service this year: Alan Rice (Kelowna), Jeremy Lanaway (Salmon Arm), Colin Wallace (Penticton), and Arthur Boehm (Vernon). Thank you all for serving your colleagues as stewards.

Current Grievances

FAC13/07: Post-65 Benefits

The hearing for the grievance has been split into two phases. The first phase took place November 23-27. It addressed the Collective Agreement arguments. As it turns out, the employee was permitted to add one expert witness to the hearing near the end of the hearing. The hearing was recessed while that report was prepared. An additional day of hearings is scheduled for May 2021 to hear the expert witness and allow the FA's counsel to cross-examine the witness.

If we win on the merits at step one, the grievance will be over and our members will have their benefits returned. If not, we proceed to stage two where the arbitrator will consider our Charter arguments against the BC Human Right Code exception for age discrimination in bona fide group health programs. Many thanks to our witnesses who contributed to our argument.

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 was in abeyance pending the recovery of the member who is on an extended medical leave.

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. I and Yvonne Moritz are preparing Terms of Reference for the formative evaluations committee.

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. We have moved the grievance to step 2 to pursue it further. After further discussions, we have agreed to place the grievance in abeyance as we expect to resolve the grievance shortly. Due to the heavy workload this semester, movement on this grievance has slowed.

FAC20/04: Failure to Allow an OCFA Representative

A member in Arts was called to a meeting to discuss a student complaint. The member was not provided a copy of the complaint in violation of the College Student Complaint Policy, thereby violating Article 4. The Arts Office also refused to allow a steward to attend the meeting in violation of Article 35.1.2.

FAC20/05: Improper Discipline

The same member as in FAC20/04 received a censure via email from the Dean's office. The censure was improper. First, it contains no guidance whatsoever about how to improve performance to meet the employer's expectations. Instead, it made accusations and excoriated our member for their alleged poor performance. That is a violation of Article 35 which demands that discipline be progressive. Furthermore, as this discipline flows from the previous violations, the discipline is an unreasonable exercise of management rights and hence a violation of Article 4. Both FAC20/04 and FAC20/05 have been placed in abeyance pending a satisfactory outcome of the policy review.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

Bargaining Chair's Report

Bob Groves

Colleagues.

I can report that I attended, via Zoom, a two-day meeting of the FPSE Bargaining Coordination Committee on March 12-13, 2021.

The discussion focused on issues relating to bargaining in the coming round, expected to commence early in 2022. Our current collective agreements (common and local) expire on March 31, 2022.

The topics discussed included the following:

- How do we devise a bargaining strategy for moving forward, in a way that exercises some leverage over our employer, PSEA, and the provincial government?
- We have to be ready for PSEA to adopt, again, the obstructive tactics designed to extend the negotiations over a period of many months, to build our members' anxiety, and to manipulate the process so that pressure regarding matters such as entitlement to any pay increases paid retroactively is exerted to maximum effect.
- How do we coordinate our bargaining? Will we have a common table, or local bargaining with centralized coordination? Past experience teaches us that if there is a common table it will postpone things by a year because many employers in our sector are

almost certain to say, as they have in the past, that they will not commence to bargain at all, locally, until the common table is done. To confront this problem, a sub-committee of BCC was struck to brainstorm relevant criteria which should be utilized to formulate a plan. Once BCC has prepared a recommendation, it is hoped that the FPSE Presidents' Council will establish the approach we wish to take regarding the structure of bargaining in the coming round no later than the June PC retreat, so that preparations can be made to implement it throughout the summer and into the fall.

In local news, a committee of the OCFA Council prepared and circulated a member survey of potential bargaining issues in February. Responses have been received, and the committee plans to provide a report regarding the survey at the AGM on April 30.

I will be retiring from the position of 2nd Vice-President when my term ends this summer. This means that a new 2nd VP will be elected at the AGM.

It has been my privilege to serve our Association in the capacity of 2nd VP for the past half decade. Thanks to all the colleagues who have volunteered their time to make my job so much easier.

Respectfully submitted.

Bob Groves
2nd Vice-President and Negotiations Chair

Secretary's Report

Sasha Johnston

Greetings colleagues,

In this report you'll find an update on two subcommittees of Council tasked with by-law revisions and a summary of my activities as Secretary since the Winter General Meeting.

Subcommittee Work

The **Election Procedures Subcommittee** – populated by Brian May, Bruce Campbell, Alan Rice, Vladimir Neykov, and myself – was struck in Fall 2019 to look into and make recommendations concerning elections procedures and practices. As part of that work, in February 2020 we polled the membership to gauge their interest in altering our existing voting practices: 85 members responded to that poll, 78.8% indicating that they were in favor of us investigating possibilities for asynchronous voting opportunities for members who cannot attend AGMs. The subcommittee continued its work, drafting a report that was presented at our Council meeting of 13 March 2020. At that time and on the basis of that report, Council voted to recommend by-law changes to the general membership at the April AGM that would allow for electronic voting in elections. However, as you all know, the 2020 AGM occurred shortly following the institution of provincial health measures that quite suddenly forced all our business online; at that time Council did not feel that meaningful discussion pertaining to by-law changes would be possible in that forum, opting instead for this first ever online AGM to cover important financial issues and the election of representatives exclusively. The full report of the Elections Procedures Subcommittee, then – while circulated to Council – was not communicated as fully to the general membership as it would have been had our AGM been held as usual. The error that I made, as Chair of that subcommittee, was neglecting to circulate the report in Fall 2020; this was not by design, but rather just part of the confusion created by the pandemic. To

correct this, the full report has been co-circulated with this issue of *The Update*, though I want to stress that the proposed by-law changes it contains are *not* the current by-law changes that Council is recommending to the general membership.

In May and June 2020, new Council subcommittees were struck, among them the **By-Law Revisions subcommittee**, populated by Bob Groves, Brian May, Alan Rice, Bruce Campbell, and myself. This subcommittee has focused on drafting proposed amendments to our by-laws based on the latest edition of Robert's Rules of Order (which includes provisions for electronic meetings), which we've used to guide our language pertaining to electronic meetings and voting. The recommended by-law changes proposed by this subcommittee were circulated in the February 2021 issue of *The Update*; these are the changes that the general membership will be asked to vote on at the 30 April 2021 AGM.

Other Committees (related to Council):

I continue as a member of the Formative Evaluations Committee and the Joint Rehabilitation Committee, as well as serving as an alternate on the Joint Occupational Health and Safety Committee.

The Update:

With Janice McQuilkin's excellent assistance as the reviewer, I edited the third issue of *The Update* for the 2020/2021 academic year. Thanks to all who contributed!

As this will be my final report as Secretary, I would like to sincerely thank my fellow members on the Executive and Council for all the good collaborative work we've done together in these last two years. I also extend gratitude to the general membership for the opportunity to represent you all!

In solidarity,
Sasha Johnston

Association Council & Shop Stewards 2020-2021

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