



# The Update

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Issue 1, 2021-2022

October 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 Janice McQuilkin at [jmcquilkin@okanagan.bc.ca](mailto:jmcquilkin@okanagan.bc.ca) or via intercampus mail.

## Thanks!

A special thanks to Raluca Fratiloiu and Sarah Lefebure for their 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; it is also available on the OCFA webpage.

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

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

# Notices and Upcoming Events

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## **OCFA Fall General Meeting**

**Friday, October 29, 2021 5:30-8:30pm via Zoom**

Come out and meet your colleagues at our Fall General Meeting (FGM) this October. The FGM is important to attend; we rely on members' voice and vote to create our vision going forward. For example, your vote on the Privacy Committee Draft Policy that directs how we safeguard our personal information. The other important reason to attend is to vote for your representatives on the Association Council and Shop Stewards for the upcoming academic year. And, come and hear the Bargaining Committee's update relevant to all of us for this new round of bargaining.

All OCFA positions are one-year terms and are all considered vacant until filled at the April AGM. Currently though, there are still a number of vacant positions that are pending or, were not filled at our April AGM or have since become vacant for various reasons including:

- **Decolonization, Reconciliation, and Indigenization Rep - *for Council and FPSE***
- **Non-Continuing Faculty Representative - *for Council and FPSE***
- **Faculty Liaison Business**
- **Vernon Area Representative**
- **JOHS Committee - *members and alternatives are needed***
- **Workplace Health, Safety, Environment Representative**

A first and second call via email for these vacant Association Council and Shop Steward positions are sent several weeks prior to the FGM; in the meantime, if you have questions about these or any other positions, please feel free to email the Chair of the Nominating Committee, Janice McQuilkin, at [jmcquilkin@okanagan.bc.ca](mailto:jmcquilkin@okanagan.bc.ca)

## **Upcoming Council Meetings**

OCFA members are welcome to attend Council Meetings. Please contact Janice McQuilkin, Secretary, for Zoom links at: [jmcquilkin@okanagan.bc.ca](mailto:jmcquilkin@okanagan.bc.ca)

Our upcoming Council Meetings are scheduled for:

- **Friday, November 26th**
- **Friday, December 17th**
- **Friday, January 28th**

## Precarious Employment

An increasing number of teachers at Canada's colleges and universities are trapped in precarious contract and part-time work. Contract and part-time work has quietly gone from a short-term stepping stone to a career-long condition. Many earn less than a living wage. Thousands of professors are denied the opportunity each year to participate in (and be paid for) all aspects of academic work - research, teaching, and service. This has serious implications, not only for contract academic staff, but for students, their regular academic staff colleagues, and the integrity of post-secondary institutions. We can change this, by improving the working conditions and job security of contract academic staff.



During Fair Employment Week this year, CAUT members across Canada hosted events on campus to support fair treatment of all academic staff. The OCFA and the Federation of Post-Secondary Educators (FPSE) support the fair treatment of all academic staff regardless of their appointment status and supported several events that reflect these important issues:

### 1. Social Media Support

Messages of solidarity were shared this week using words, pictures, and images from our own Facebook page @ocfaculty. Tweets were followed and tagged using @FPSE using the following hashtags: #MakeItFair #MakeItFair4CAS

#bcpse #bclab #cdnpse #canlab. Shareables, and customizable posters were distributed from: <https://makeitfair.caut.ca/resources>. One such tweet, was an image that was tweeted last year during the Day of Action which was called "Sessional Shoe" and lamented the number of times terms repaired their teaching shoes with shoe glue.



**2. Check out the Make It Fair for Contract Academic Staff** video featuring interviews with contract academic faculty:

<https://vimeo.com/290598904/402eddb483>

## Extended Benefits – Share Your Feedback

***By: Sarah Lefebure***

As we head into the next round of bargaining, OCFA Council is once again looking at how our extended benefits package might be improved. While there is no guarantee of movement in this area, it would be very helpful for us to have insights from our members about what would be most impactful for them.

For example, for me, the fact that only psychologists are the only mental health supports covered by our plan (and their hourly rate is significantly higher than that of counsellors) is a big frustration. How I think we can address this is by having Registered Clinical Counsellors added to the list of professionals covered by our benefits.

Here are some questions to prompt feedback:

- Have you experienced challenges/frustrations with your extended benefits? If so, please explain.
- How do you think those frustrations could be addressed?
- For term faculty: what do you need us to know about your experiences with benefits?

If you would like to share your experiences, please email me. I will anonymize all comments that I receive.

Thank you,

Sarah Lefebure  
Non-Instructional Faculty Representative  
Counsellor, Penticton Campus  
[SLefebure@okanagan.bc.ca](mailto:SLefebure@okanagan.bc.ca)

## Getting to Know Your Collective Agreement - Who is Your Union?

**By: Sharon B. C. Mansiere**

Faculty forget that there are a number of current and more historical classifications within our group. There are actually seven appointment classifications in the current Okanagan College Faculty Association Collective Agreement and four additional historical ones we have rights to. Many times, when members speak about what is good for 'faculty' they are talking about the College Professor category, as they are numerically dominant, but the critical role played by our non-instructional members needs to be heralded sometimes!

All are explained in Article 12.2, but there is a twist in article 12.3 that reveals our historical language and sends you scrambling for an old agreement. Both relevant Collective Agreements (current and 2004-2005) are excerpted below:

**From 12.2:**

*(classifications that encompass our current OCFA positions)*

1. College Professor
2. Librarian
3. Counsellor
4. Educational Technology Coordinator
5. Athletics, Recreation and Student Life Coordinator
6. Distance Education Tutor
7. Research Associate

**From 12.3:**

*(classifications that were removed in 2004-2005, but should they return to OC they will be OCFA positions)*

8. Audiovisual Coordinator
9. Social and Cultural Activity Coordinator
10. Social Work Field Education Coordinator
11. Nursing Practice Placement Coordinator

This full list of positions is important to maintain.

### *Excerpted articles from 2019-2022 Collective Agreement*

#### **12.2 Definitions of Employee Classifications**

Employees may be employed in the following classifications:

##### **12.2.1 College Professor**

An employee who has mastered a body of knowledge adequate for him or her to develop and teach courses or programs within his or her area of specialization. The minimum qualification is a Master's degree, or equivalent.

##### **12.2.2 Librarian**

An employee who has mastered the field of library science to a level adequate for him or her to provide leadership in the development and operation of a library in his or her area of specialization. The minimum qualification is a Master's degree, or equivalent.

##### **12.2.3 Counsellor**

An employee who is qualified to provide one or more of psychological assessment, psychoeducational assessment, career or personal counselling. The minimum qualification is a Master's degree, or equivalent.

##### **12.2.4 Educational Technology Coordinator**

An employee qualified to assist in the use of educational technology in the instructional design, delivery and evaluation of courses. The minimum qualification is a Master's degree, or equivalent.

##### **12.2.5 Athletics, Recreation and Student Life Coordinator**

An employee qualified to organize and administer recreational, athletic, social and cultural programs for students. The preferred minimum qualification is a Bachelor's degree in physical education, recreation or a related discipline, or equivalent practical experience.

##### **12.2.6 Distance Education Tutor**

An employee appointed to a part-time term appointment who has mastered a body of knowledge adequate for him or her to prepare for and provide tutorial services for specific Distance Education courses.

##### **12.2.7 Research Associate**

An employee who is qualified to collaborate and assist with research projects. Research Associates are not department members.

#### **12.3 New Classifications**

##### **12.3.1 Creation of New Classifications**

With the exception of positions referred to in 12.3.3, when OC creates a new position which does not fall within one of the above classifications, and for which the assigned duties might reasonably be deemed to come within the bargaining unit for which the Association is certified, OC shall consult with the Association to determine whether or not that position ought to be included as a new classification in this Agreement

...

##### **12.3.3 Classifications Removed from the 2004 - 2005 Collective Agreement**

In the event that the College introduces a new program or modifies an existing program so that the duties performed by one or more of the classifications removed from the 2004 - 2005 collective agreement (Audiovisual Coordinator, Social Work Field Education Coordinator, and Nursing Practice Placement Coordinator) need to be performed, then the employee(s) hired to perform these duties will be members of the bargaining unit and subject to the terms and conditions of this agreement as modified by the reintroduction of the appropriate language from **the 2004 - 2005 collective agreement**, unless the parties agree otherwise.

Stay tuned for more equally riveting forays into your CA in future issues of The Update!

# President's report

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## Sharon Mansiere



### Bio

Like all of you this summer has kept me busier than expected. The pandemic has changed a lot. For those that do not know me, know that I work very hard for our members in this role as president of the union. I am a biologist and have started a natural history museum for the college. Externally, I am the chair of the Vaseux Lake Bird Observatory in the Okanagan, one of just over 20 migratory bird monitoring sites in Canada. I have been an expert witness for issues in the old-growth forests on the coast and worked in the fields of

ethology and ornithology in the Rockies, Mexico, Yukon, California, and Netherlands. I also have over 25 years of experience on Joint Occupational Health and Safety Committees (JOHSC) and recommend that many of you consider taking time to participate on this committee.

### Local

We are in a difficult-to-define health stage right now; we are not in the Provincial Health Office's stage 3 or 4 exactly, but straddling both. This has lots of complications beyond the already complicated world of navigating teaching during the pandemic. We no longer run with the Health and Safety Plans that were developed for each space, but the more generic Communicable Disease Plan has replaced them all with one document. The college is still writing Health and Safety Plans for events, but by and large we are transitioned to a state where we are trying to learn to live with this SARS-CoV-2 all around us. This has created a lot of work for many of us. As a union we have pushed for information and action that is important for our members to feel and be safe. We were able to get good information on the HVAC system to support the college's assertions that the air filtration rates are at the new standards, for example. In these times we are finding our union becoming more and more proficient at more and more things to match the needs of faculty. Our general meeting will have some important bargaining and work of the union presented and I hope to see you there. It is a real disappointment that we will not be conducting that business in person just yet. We hope soon that our province can turn that corner.

### Provincial

Since I was voted in as a Member-at-Large for the provincial Federation of Post-Secondary Educators I have found this role helps to keep me in the loop on critical information. Since all work is on zoom, I have found there is a real loss in communications and sharing, and am pleased that these additional meetings might help fill those gaps. In addition, I am exec liaison to three FPSE committees:

- *WHSEC - Workplace Health, Safety & Environment Committee*
- *CASC - Climate Action Standing Committee*
- *DRISC - Decolonization, Reconciliation & Indigenous Standing Committee.*

*Sharon Mansiere*

# Chief Steward's Report

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## Rod Watkins

Hello and welcome back.



I first want to introduce the members of the CARC/Grievance Committee for 2021/2022:

- Sean Johnston (Kelowna)
- Jeremy Lanaway (Salmon Arm)
- Colin Wallace (Penticton)
- Arthur Boehm (Vernon).

Thank you all for serving your colleagues as stewards. If you have any questions about the Collective Agreement or your working conditions, please contact your steward.

### Current Grievances

#### **FAC13/07: Post-65 Benefits**

We are awaiting the arbitrator's decision on stage one of the grievance.

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 employer 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 was held in 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.

Given the length of the leave, the employer has sent communications to the member asking whether they plan to return to work. CARC has also reached out multiple times to assist in the decision. Neither the employer nor the Association has had any reply to these recent communications. Both parties will continue to attempt to contact the member, but at some point soon, the College will sever the employment relation. At such time, CARC will reconsider the merits of the grievance.

#### **FAC18/08: Improper Use of Student Evaluations.**

The FA filed a step 2 policy grievance over the use of formative evaluations due to the 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.



#### **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.

#### **FAC20/01: Removal of Bargaining Unit Work**

Pardon the length, but this grievance requires some explanation. Approximately two years ago, the Association became aware that a member of BCGEU had been performing OCFA Education Technologist work. After liaising with BCGEU, we agreed that the work performed was the OCFA's and not BCGEU's. At about the same time, the Association also began to see a change in the nature of the work performed by employees seconded to Learning and Applied Research. As the mission of LAR (previously, the Institute for Learning and Teaching) shifted, those performing the work in LAR began to perform Educational Technologist duties. After attempts to resolve these issues during the

last bargaining round failed, we shifted to resolving the issue informally.

Then COVID struck and faculty were forced online to teach. Rather than immediately grieve and risk interruption to the very badly needed EdTech/LAR support, we agreed with the employer to waive any grievance timelines to resolve the matter informally. Unfortunately, after 18 months of unsuccessful efforts to reach some agreement regarding these violations, we were finally forced to grieve.

The basis of the grievance is that EdTech work is being performed by BCGEU members and individuals seconded to LAR. Both actions violate the labour code and our local collective agreement article 18.1.1.5.

One thing that may not make complete sense on first look is the LAR component of the grievance. Since it is very often Association members who receive LAR secondments, one may ask how the work been removed from the bargaining unit. The answer is that secondments to LAR are one-off, temporary appointments. As such, the normal compliment of rights associated with work are absent: one cannot accrue rights to such work, one cannot convert to continuing in such work. In effect, by having EdTech work performed by seconded employees in LAR, the work has been removed from EdTech and those in EdTech have lost the right to accrue and convert based on that work. As such, it has been removed from the bargaining unit.

#### **FAC21/02: Failure to Consult**

A member in AFP had their workload changed with no consultation just 5 days (2 business days) before the start of classes this semester. The CA requires members be consulted prior to any workload changes after May 31. The grievance has been denied at step 1 on the basis that the Dean's office regularly relies on chairs to perform the consultation, hence, placing the blame on the department chair. The reasoning however is flawed. The employer bears the obligation, not the chair. The Association does not object to the Dean's office relying on chairs to perform the consultation, but the obligation is not thereby

transferred to the chair. The chair may perform the consultation, but the Dean is still required to confirm the consultation took place and consider any feedback before changing the member's workload. The Dean's office failed to meet that obligation and therefore violated the CA. This grievance has been advanced to step 2.

### **FAC21/03: Failure to Convert**

A member in AFP on a partial continuing appointment was unable to convert to full-time because they lacked the needed qualifications to teach the courses available. An earlier qualifications review found the member qualified to teach first year courses only. The review also established two different credentials the member could attain to be qualified to teach the second year courses. Since that time, the member has met both criteria and informed the Dean of such in late April. In addition, a late retirement also made available further continuing work the member was already qualified to teach. As such, the member should have been made a full-time continuing member. The member was not; we grieved. The grievance has been denied at step 1.

### **Other Matters**

**Equity:** CARC has recommended to Council that a review of contract step placement (and related matters) be performed. We have received anecdotal

reports that initial step placements may display a gender bias. Some may recall that several years ago, UBC performed such a review and discovered a pattern of discrimination. Such a review would be a large undertaking so CARC further recommends that the work be shared with our Council equity representatives/committees.

Respectfully submitted,

Rod Watkins  
OCFA Chief Steward

# OCFA Negotiations Committee Report

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Alan Rice

Dear OCFA Members,

The Negotiations Committee consists of six members: Alan Rice, OCFA 2nd VP, Chair; Sharon Mansiere, OCFA President, Ex Officio; Rod Watkins, OCFA 1st VP; Randy Brown, OCFA Treasurer, Bob Groves, Past Negotiations Chair; Raluca Fratiloiu, OCFA Faculty Liaison – Arts. I am pleased to report that Raluca agreed to join the committee and we expect will be ratified by council at our next meeting. Raluca brings experience as a former department chair and member of OCFA council.



The committee met several times over the summer and has been meeting weekly since the beginning of the term. We have been working on bargaining strategies and priorities. The Committee recently completed a two-day strategy retreat at OC's Kelowna Campus. The group met in person which was very exciting. We were fortunate to have three guest presenters who joined at various times via Zoom. Brent Calvert, President FPSE, Glen Stanger, Former Bargaining Chair, Douglas College, and Cam McRobb, OC-BCGEU Vocational Bargaining Chair all presented to the committee. We are close to finalizing a draft set of bargaining priorities which will be presented at the OCFA Fall General Meeting on October 29, 2021. I strongly encourage all OCFA members to attend and provide input.

The new OCFA Job Action Preparedness Committee (JAPC) was formed at the September OCFA Council meeting. This committee has subsequently met. Sean Johnston was elected chair of this group. The JAPC will be responsible for liaising with members at various campuses about information and issues related to bargaining and any potential job action. The first task of this group will be to assist in organizing and coordinating consultation sessions with members to get feedback on OCFA's bargaining priorities.

The Negotiations Committee will be meeting with members in the two weeks after the presentation of negotiation priorities at the FGM. The JAPC will reach out to members to invite them to these consultation sessions. There will be sessions for members generally as well as targeted meetings with non-continuing faculty and non-instructional faculty. Please watch out for further information from JAPC on these meetings.

There will be a Special General Meeting called once consultations are complete and OCFA's bargaining priorities have been set. This will be a meeting where members will have the opportunity to approve the bargaining mandate for the Negotiations Committee.

The Negotiations Committee has also been working with the College in pre-bargaining discussions about getting information OCFA needs in order to complete its proposals. The College has provided some information at this point and we are working with OC on the remainder of our requests.

Sincerely

Alan Rice  
OCFA 2nd VP, Negotiations Chair

# Treasurer's Report

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## Randy Brown



I will present an in-depth analysis of our finances and investments at our Fall General Meeting. For the Update, I am presenting a summary of our financial position.

Our total equity as of September 30, 2021, are \$1,123,001.05. Doug Birtwistle would be proud that we have topped \$1 million in assets!

Our income for the period of February 1, 2021 (the beginning of our fiscal year) to September 30, 2021, is about \$8,700 more than was budgeted. Our income comes from two sources, membership dues and investment income. Our membership dues were steady, but about \$2,400 less than budgeted.

Our investments on the other hand have been volatile and are currently about \$11,100 more than expected. The volatility of our investments, and market investments in general, is captured by the returns that we have seen on our investments over the last four months. They were:

June: \$6,250.67

July: \$10,473.13

Aug: \$8,260.76

Sep: \$ <13,553.79>

This example shows how important it is to have solid investments, ones that you can expect to perform well over time, which we do.

Our expenses for the period of February 1, 2021, to September 30, 2021, are about \$29,000 less than budgeted. About \$10,000 of the savings can be explained by less than expected time-release taken by Negotiations Committee members. Another \$9,000 that was budgeted for Website development and maintenance has not been spent because a suitable website development suite or product has not yet been found. The rest of the savings are the result of the Covid-19 pandemic. Socials, the AGM, and other meetings have been held remotely, and very little travel is being done by the executive, council, CARC, and other members. A lot of Zoom meetings are being held instead.

Please feel free to email or phone me if you have any questions, concerns, or comments.

[rbrown@okanagan.bc.ca](mailto:rbrown@okanagan.bc.ca)

250-763-5445 x4373

# Secretary's Report

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Janice McQuilkin

Greetings All,

After transitioning into the secretary position last spring, the provincial back to campus plans and letters were flying fierce and thick all summer and into our first week back. It was a challenge to stay current with all the changes happening daily on what OC would do during this transition based on the provincial government and the PHO changing guidelines. So far, I have been scheduling meetings, coordinating the OCFA web site development, hand-over with Sasha, planning for our Fall GM scheduled for **Friday, October 29, 2021**, coordinating nominations for council and publishing *The Update* content. Some of these items are summarized below.



1. **The OCFA Web Site Coordination** included meetings and correspondence with several web development companies to understand what they can offer based on our organizational needs as outlined in Roen's *Website Review.xlsx*. First, I followed up with Roen's recommendation with:

- Two West Digital from Vancouver sells **NationBuilder** (USA) that provides a templated web site, member engagement tools and financial tracking. Following the demo, the lack of security for our member information and heavy emphasis in the user interface on tracking of member actions made it clear to the executive that this product was not suitable.
- **UnionWare** although from the USA maintains a secure Canadian site in Winnipeg, MB. Despite meeting our needs: secure data storage, member engagement tools, front-facing web site, password protected member-only area; the bargaining and grievance tracking features were lacking or would require an inordinate amount of capital to customize.
- **LabourSmart** is a software tool that analyzes, synthesizes, compares and benchmarks collective bargaining agreements. It was developed by lawyers for lawyers. It appears to offer some of the important features for grievance and bargaining, but may lack the member engagement tools we seek.

Investigating companies, coordinating meetings and attending demos to determine if their product matches the needs of our organization is time consuming. We look to council for further discussion.

2. I explored the possibility of returning **to our in-person buffet style extravaganza meals for our Fall GM** with the Culinary and Pastry Arts. However, at the time, buffets were not allowed in the Province and, along with scheduling challenges, abiding by the BCRFA (BC Restaurant and Foodservices Association) policy and OC policy, our Culinary and Pastry Arts simply were unable to make this commitment. With all the changes governing the number of people inside and the many unknown factors, returning to a sit-down buffet style meal did not seem possible at the time. And so, our October General Meeting will online via Zoom.
3. **Nominations Committee Coordination** There are still some council positions that need to be filled (see below for the current list of positions). Please continue to encourage members to join us.

Respectfully submitted,

Janice McQuilkin

OCFA Secretary and Nominations Committee Coordinator

# FPSE Ad hoc Climatic Emergency Report

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Linda Elmore



*Report Covering February 2020~August 2021*

*Ad Hoc Climate Emergency Committee Representative for Okanagan College (Local 9)*

## BRIEF REPORT TO OFCA MEMBERS

**Note:** *This is a brief summary of a longer report to be made available to members. The longer report details the major outcomes of the FPSE ad hoc Climate Emergency Committee's meetings through February 2020~October 2021; provides an initial survey of OCFA members' preferred sustainability actions; elicits answers to important questions about the utility of declaring a climate emergency as well as the role of unions and higher education institutions in tackling the climate emergency; and describes the ad hoc Committee representative's recent efforts to create a series of resources for OCFA members interested in conducting instruction, research or activism relative to the Climate Emergency.*

Recognizing that climate change, and its integrated issues of social equality, health and human rights, is a leading challenge of our time, the **Federation of Post-Secondary Educators (FPSE) created the Ad Hoc Climatic Emergency Committee at the 2019 AGM.** The ad hoc Committee revealed FPSE and Presidents' Council prioritization of acting as a climate change leader by investing resources to members own efforts in sustainability and reducing our institutional carbon footprints. The carried motion at the 2019 AGM reads as follows:

*FSPE will allocate up to \$50,000 to create an ad hoc committee reporting to PC. This committee will create an action plan for FPSE and its members by the 2020 AGM to respond to global climatic emergency.*

Upon being selected as representative for the ad hoc Committee for OCFA in December 2019, my first task was to prepare for the inaugural meeting to be held in Vancouver on Saturday February 22, 2020 to discuss ideas on fulfilling the Committee's mandate. Representatives were requested to conduct some consultation amongst their local membership in order to respond to two questions:

- (1) What is the single greatest climate challenge at your local?
- (2) What are your top ideas on specific actions FSPE/the local can do to address the climate crisis, and how might FPSE might support this action?

In preparation for this February 2020 meeting, I sent out 120 emails to some of the 300 OFCA members (all the emails I could find), and also dispatched query emails to various OC institutions such as Aboriginal Services, Institutional Research, Accessibility Services, to find out about any previous studies, surveys or reports on the subject of climate change or sustainability. No previous studies were reported by these units. From OCFA members I receiving about 34 replies. Details of answers to an informal survey of members' views and priorities are available in the longer report. But briefly, it can be noted that the general finding was the overriding climate challenge at OC concerns

transportation and infrastructure issues, such as greenhouse gas emissions accruing from our commutes and the dominant “car culture.”

Attending the first and only face-to-face meeting of the Committee in Vancouver in February 2020, it was palpably evident representatives each felt an abiding concern about climate change impacts on our societies, economies and the environment. Collectively we were pleased with the opportunity as educators and community advocates/activists to promote the leadership of FSPE in its assistance of the locals, in driving forward efforts to address increasingly dire climate-induced harm, and its disproportionate consequences visited upon the most vulnerable and marginalized in our society. Discussions zeroed in exploring the question of how FPSE, and potentially each of the locals, can foster concrete climate action toward improving the lives of many in our communities.

Two main deliverables result from this first meeting: the recommendation that FSPE should declare a climate emergency, and second the Committee should create FSPE's Climate Action Plan. Over the course of 2021, developing and refining these two documents have taken up most our time during now virtual meetings. At Presidents' Council in February 2021, the Committee introduced the draft FPSE Climate Action Plan – as a living document—and also put forward a motion to Presidents' Council to declare a Climate Emergency. This latter motion was approved by President's Council, and the Climate Action Plan was officially endorsed at the AGM.

This plan is available in the Appendix of the longer report and here:

<https://fpse.ca/sites/default/files/imce-uploads/Ad%20Hoc%20Climate%20Committee%20-%20Docs%20for%202021%20FPSE%20AGM.pdf>

The key areas included in the FSPE Climate Action Plan are as follows:

- divestment from fossil fuels
- investment in renewables;
- reduction of the FPSE carbon footprint through enhanced tele-conferencing;
- professional development workshops on climate topics;
- inclusion of transit passes as an option for faculty and staff,
- climate-friendly initiatives in future bargaining rounds;
- support for low-carbon forms of transportation;
- a green procurement policy that embraces social enterprise and Indigenous businesses.

As noted in the discussion of general meeting themes in the longer report, the Covid-19 pandemic outbreak in spring 2020 with its lockdowns and move to remote work seriously slowed our progress in advancing our plans for both FPSE and at our locals. For most Committee members, our attention was diverted to staying safe and healthy whilst spending copious hours to learn and apply new skills in remote instruction. When in December 2020 we recommenced regular informal meetings, in the “lightening rounds” of sharing updates reported the difficulty of gaining traction from their institutions for financial or other supports for climate action, in addition to noting the challenge of attracting volunteers for locals' sustainability committees or working groups, given that this would mean one more Zoom meeting of already overworked faculty. Whereas the downside of Covid-19 was our slowed progress on climate emergency actions, the upside was that this move online was in keeping with our objective of modelling behaviour that reduced climate change-creating greenhouse gas emissions.

Committee activity picked up in 2021, and during four “informal meetings” and continuous email communications members have discussed ways that FSPE can demonstrate climate change leaders and to assist locals in pursuing initiatives to respond to the climate emergency.



In these informal meetings some of the projects undertaken by the Committee include:

- Discussing rationales for, and drafting a motion to becoming a Standing Committee, a motion accepted in the May 2021 AGM (Resolution 146, found at: <https://fpse.ca/sites/default/files/imce-uploads/agm-resolutions-revised-new-20210518-2.pdf> )
- Deliberating and refining the Terms of Reference and Strategic Priorities for the newly inaugurated Climate Action Standing Committee (as of May 2021) in time for the upcoming President's Council meeting in September.
- Recommending ways that FSPE, and possibly locals, could show solidarity in joining the growing climate crisis/climate emergency social movement being driven by higher education institutions and various other non-profit organizations. On this effort, we successfully convinced FPSE to sign the SDG (Sustainable Development Goals) Accord letter (<https://www.sdgaccord.org/> ) and support the Race To Zero goal of Net Zero emissions by 2050 ( <https://www.educationracetozero.org/home> )
- Discussion continues on other recommendations, such as FSPE joining the 374 (so far) supporters of the West Coast Climate Action Network (WE-CAN) ( <https://bcclimateactionnetwork.wordpress.com> )
- Or signing onto the BC Climate Reboot Campaign (#DirtyBC), which stipulates 10 recommended actions to deal with the climate emergency.( <https://www.climateemergencyunit.ca/bc-climate-emergency-campaign> )
- Collectively creating an “educational brochure” on the climate crisis that could be posted on FPSE website. (Sections: Causes of the Climate Crisis; Ecological Impacts; Social Justice and Human Impacts; Resources and ideas on climate actions for universities, faculty and students.)

The next informal meeting will be on **October 29**, with the aim of preparing for the formal meeting in December 2021.

Last, the longer report details the efforts of the OCFA representative of the (now defunct) the ad hoc Climate Emergency Committee to provide a series of resources to assist faculty members in their own efforts to learn about, teach, research and act upon issues related to sustainability, sustainable development, and climate actions in the context of our Climate Emergency. Key among these actions include the following: Building a LibGuide (Library Guide) with the head librarian devoted to supplying Climate Emergency resources; creating an open, online Moodle course centred on ways to integrate the SDGs (Sustainable Development Goals) into OC academics; participating in the Strategic Plan (2021~2030) discussions by recommending more climate actions, such as a the declaration of a Climate Emergency on the part of OC and the President; and working with the Sustainability Office on an evaluation or “audit” of sustainability/climate change documents at OC, in order to find gaps and ways to augment our climate actions. To this end, Institutional Research has been contacted and is willing to assist in future efforts to explore OCFA and the OC communities’ priorities on addressing the Climate Emergency and fulfilling a potential leadership role in our communities.

Contact me for any questions, or with any ideas on Climate Emergency actions. I do hope members contribute ideas to the LibGuide being developed, or in the open courses on embedding the SDGs. Also, I strongly recommend undertaking a formal, comprehensive survey of OCFA members’ priorities and preferences for future climate actions.

Linda Elmore  
[lelmore@okanagan.bc.ca](mailto:lelmore@okanagan.bc.ca)



# Meet Your OCFA Council Members

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## Faculty Liaison – Arts

My name is **Raluca Fratiloiu**, and I am your Arts OCFA Liaison. I am hoping to connect with as many of you as possible this year, whether you have been at the college for a while or you're a recent hire. My email [rfratiloiu@okanagan.bc.ca](mailto:rfratiloiu@okanagan.bc.ca) is the easiest way to get a hold of me. I have a virtual open office and will make myself available for outdoor coffee breaks or walks (at least for the start of the fall term). Though I am based in Kelowna, I am also teaching in Vernon on Fridays until 1pm.



Please do not hesitate to let me know if there is anything I can help with and particularly, contact me anytime with any questions or concerns I can bring to OCFA meetings or to the Council's attention. Happy fall term!

## Faculty Liaison – Health

Hello my name is **Gurpreet Dhatt**. There are three reasons I am happy to continue as the Faculty Liaison for Health. 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.



## Faculty Liaison – Science

Hello! I am **Bruce Campbell** your faculty liaison for science. Although my home campus is Kelowna I am happy to help out any fellow OCFA member. The best way to contact me is via email ([bcampbell@okanagan.bc.ca](mailto:bcampbell@okanagan.bc.ca)) or if you prefer by phone (local 4784).



If you have any questions or concerns please do not hesitate to contact me.

## Human Rights and International Solidarity

I'm **Tim Walters**, an English professor in Salmon Arm and your Human Rights and International Solidarity Representative on Council this year. If you have any issues or questions that fall within this general area that you'd like bringing forward to Council or to HRISC (the province wide FPSE committee that meets twice each year to discuss these concerns), you can reach me at [twalters@okanagan.bc.ca](mailto:twalters@okanagan.bc.ca) or by phone at 250-718-6387.



## Faculty Liaison – Non-Instructional

Greetings! My name is **Sarah Lefebure** and I am the new representative for Non-Instructional Faculty.



Things I have been loving about being back on campus: Seeing students together, even if half of their faces are covered! Getting back into my walk/bike commute. The ease of connecting with colleagues on campus for a chat or a lunch break.

Things I have not been loving about being back on campus: The lack of slippers in my work wardrobe. Masks making my glasses fog up. Not being able to have my 'therapy cat', Nova in my office anymore.

In my role as Counsellor on Penticton campus for 5 years now, I have noticed that as non-instructional faculty, a small subgroup within the mainly instructional OCFA membership, we are faced with a unique mix of opportunities and challenges. Additionally, I'm aware that we're in a time of major transition – with most students and employees having returned to campus – and ongoing upheaval due to the continued unfolding of Covid-19. I'm passionate about moving forward our community's conversations about, and actions in support of, mental health, for OC students and employees alike. If you have any concerns, questions, or need for support, please don't hesitate to [contact](#) me. Particularly as we head into bargaining, I value the opportunity to hear about your experiences.

## Pension Advisory

**Elena Mitropolsky** is a seasoned finance and investment professional, and she has been teaching Finance at the OSB since 2017. She has experience managing the pension fund investments at one of Canada's large corporate defined-benefit pension plan.



As a Pension Advisory Representative, Elena is there for you to answer the retirement-related questions, and to provide oversight of the 3rd party investment manager of the pension fund.

## Faculty Liaison – Technology

From the desk of **Joe Hobart**.



The Faculty Liaison Representatives shall:

- a. assist the Association Council in making decisions and formulating policy;
- b. act as a liaison between the Association Council and faculty in their area;
- c. meet with new members in their area to explain the role and structure of the Faculty Association;
- d. meet on a regular basis with the Executive Committee to discuss issues of concern in their area;
- e. liaise with faculty representatives who serve on Education Council, the ESL Committee, the Professional Development Committee, the Grants-in-Aid Committee, and such other committees as the Association Council shall direct;
- f. perform such other Association Council tasks as may be required from time to time.

## Area Representative – Kelowna

Hello. My name is **Laura Loewen** and I have been teaching in the Psychology department at



OUC/OC since January 1995. I am the current Kelowna campus OCFA rep and I am on Kelowna campus Wednesdays and Fridays and on Penticton campus Tuesdays and Thursdays and would love to meet for a coffee or a walk. I can be reached at [lloewen@okanagan.bc.ca](mailto:lloewen@okanagan.bc.ca).

I look forward to meeting you and helping out with any questions you may have. Any concerns that you would like the union to address can be sent to me and I will find the appropriate person.

Welcome back to campus and have a great year.

## Area Representative – Penticton

My name is **Jeremy Beaulne** and in addition to serving as the OCFA's Penticton Area Rep, I teach



literature, composition, and film on the Penticton campus. I'm also the artistic director of the Red Dot Players, Okanagan College's community theatre company ([www.reddotplayers.com](http://www.reddotplayers.com)). If you have a question, concern, or suggestion you'd like to share with the OCFA, please get in touch with me. You can send me an email at [JBeaulne@okanagan.bc.ca](mailto:JBeaulne@okanagan.bc.ca), or you can drop by my office, Room PEC12B in the Sunoka Building. This semester, my office hours are 10:30-12:00 on Mondays, Wednesdays, and Fridays. I look forward to chatting with you!

## Area Representative – Salmon Arm

My name is **Brian May** and I am the OCFA Community Representative for the Salmon Arm and Revelstoke campuses. I have been on the OCFA council for the last 3 years and have (mostly) enjoyed learning about the inner workings of the College and our Association. I strive to represent the interests of faculty on the Salmon Arm and Revelstoke campuses and welcome feedback on issues related to our region. I try to keep my “constituents” apprised of issues arising in Council and seek their input. I have organized one OCFA Social and look forward to a time when in-person socializing is possible again. Personally, I have been teaching at OC since 2005 and have happily spread my time between both the Mathematics and Physics departments. Salmon Arm has been my home for the duration and I quite enjoy the small, friendly nature of our campus. When not at OC, I spend as much time as possible with my family doing outdoor activities including running, biking, paddling, orienteering and skiing of all sorts.



## Status of Women Representative

My name is **Eva Gavaris** and I am your Status of Women representative on the OCFA council. I also sit on the newly renamed FPSE Women and Gender Equity Committee, and as such this position on council may soon be renamed to match. I am a librarian (non-instructional faculty member) based on the Penticton campus and I have worked at OC since 2016.



I am passionate about fighting for equity for all folks who identify as women or don't fit within the binary gender paradigm.

Please feel free to reach out to me via email ([egavaris@okanagan.bc.ca](mailto:egavaris@okanagan.bc.ca)), teams chat, or phone (text or call 250-864-0101) if you have an issue that you would like me to bring to an OCFA council meeting or a FPSE Women and Gender Equity Committee meeting.

I look forward to bringing forward your ideas to improve our working conditions.

# Open and Pending Council Positions

In accordance with Article VII, Section C, 1 found in our OCFA Constitution & Bylaws, *other General Meetings of the Association shall establish interim policy, subject to approval at the Annual General Meeting*. This means pending approval by council and at our Fall General Meeting, the following positions will be filled for the interim until we hold our April 2022 Annual General Meeting.

Positions that are either vacant or pending approval are listed below:

- **Area Representative – Vernon**
- **Decolonization, Reconciliation, & Indigenization Representative**
- **Faculty Liaison – Business**
- **Non-Continuing Faculty Representative**
- **Workplace Health, Safety & Environment Representative**

# Association Council & Shop Stewards 2021-2022

## Executive:

President	Sharon Mansiere	250-328-2206	<a href="mailto:smansiere@okanagan.bc.ca">smansiere@okanagan.bc.ca</a>
First VP, Chief Steward	Rod Watkins	250-804-9973	<a href="mailto:rpwatkins@okanagan.bc.ca">rpwatkins@okanagan.bc.ca</a>
Second VP, Bargaining Chair	Alan Rice	250-215-7265	<a href="mailto:alandrice@gmail.com">alandrice@gmail.com</a>
Secretary	Janice McQuilkin	250-470-4147	<a href="mailto:jmcquilkin@okanagan.bc.ca">jmcquilkin@okanagan.bc.ca</a>

## Council:

Faculty Liaison - Arts	Raluca Fratiloiu	4582	<a href="mailto:rfratiloiu@okanagan.bc.ca">rfratiloiu@okanagan.bc.ca</a>
Faculty Liaison - Business	<i>Vacant/Pending</i>		
Faculty Liaison - Health	Gurpreet Dhatt	4604	<a href="mailto:gdhatt@okanagan.bc.ca">gdhatt@okanagan.bc.ca</a>
Faculty Liaison - Non-Instructional	Sarah Lefebure	3232	<a href="mailto:slefebure@okanagan.bc.ca">slefebure@okanagan.bc.ca</a>
Faculty Liaison - Science	Bruce Campbell	4784	<a href="mailto:bcampbell@okanagan.bc.ca">bcampbell@okanagan.bc.ca</a>
Faculty Liaison - Technology	Joe Hobart	4402	<a href="mailto:jhobart@okanagan.bc.ca">jhobart@okanagan.bc.ca</a>
Area Representative - Kelowna	Laura Loewen	4776	<a href="mailto:lloewen@okanagan.bc.ca">lloewen@okanagan.bc.ca</a>
Area Representative - Penticton	Jeremy Beaulne	3225	<a href="mailto:jbeaulne@okanagan.bc.ca">jbeaulne@okanagan.bc.ca</a>
Area Representative - Salmon Arm	Brian May	8212	<a href="mailto:bmay@okanagan.bc.ca">bmay@okanagan.bc.ca</a>
Area Representative - Vernon	<i>Vacant</i>		
Decolonization, Reconciliation, and Indigenization Representative	<i>Vacant</i>		
Human Rights and International Solidarity Rep	Tim Walters	8251	<a href="mailto:twalters@okanagan.bc.ca">twalters@okanagan.bc.ca</a>
Non-Continuing Faculty Representative	<i>Vacant</i>		
Pension Advisory Representative	Elena Mitropolsky	4524	<a href="mailto:emitropolsky@okanagan.bc.ca">emitropolsky@okanagan.bc.ca</a>
Status of Women Representative	Eva Gavaris	3224	<a href="mailto:egavaris@okanagan.bc.ca">egavaris@okanagan.bc.ca</a>
Workplace Health, Safety, Environment Representative	<i>Vacant</i>		

## Shop Stewards:

Kelowna Campus Steward	Sean Johnston	4672	<a href="mailto:sjohnston@okanagan.bc.ca">sjohnston@okanagan.bc.ca</a>
Penticton Campus Steward	Colin Wallace	3334	<a href="mailto:cwallace@okanagan.bc.ca">cwallace@okanagan.bc.ca</a>
Salmon Arm Campus Steward	Jeremy Lanaway	2214	<a href="mailto:jlanaway@okanagan.bc.ca">jlanaway@okanagan.bc.ca</a>
Vernon Campus Steward	<i>Vacant</i>		