

The Update



Issue 2, 2021-2022

January 2022

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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).

Thanks!

A special thanks to Raluca Fratiloiu and Sarah Lefebure for their work reviewing *The Update*.

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 or via intercampus mail.

DELIVERY OF THE UPDATE

The Update is also 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

Mark Your Calendars!

The OCFA General Meetings:

WGM - Friday, January 28th, 6:30-8:30pm (via zoom)

<https://us02web.zoom.us/j/86938627717?pwd=cE5aUzgrWFJlQnB3VGdKbTNSK0VYZz09> Meeting ID: 869 3862 7717 Passcode: 290447

AGM - Friday, April 29th, 6:30-8:30pm (mode to be confirmed)

Upcoming Council Meetings:

- Friday, January 28th
- Friday, March 4th
- Friday, April 8th
- Friday, April 29th
- May & June Joint Incoming/Outgoing Council Representative meeting dates to be determined following the AGM

Vacancies on Association Council

The OCFA represents more than 300 faculty members of Okanagan College. It serves to maintain and promote the professional status of the members of the Association, to regulate relations between faculty and OC through collective bargaining, and to function as a trade union pursuant to the laws of British Columbia.

Currently, we have the following positions that need filling:

- **Area Representative - Vernon**
- **Workplace Health, Safety, Environment Representative.**

If you are interested in joining the OCFA Council, contact myself, any executive or council member to find out more. Truly, a great way to meet, interact and support one another across all disciplines on our campuses.

#BreakTheBias Survey – [Read details & participate](#), see Eva Gavaris' [Status of Women Report](#)

OCFA Policy for Electronic Meetings

A reminder from OCFA Executive

Policy for Electronic Meetings

Electronic Meetings

1. **Electronic meetings** of the Association are conducted through use of an Internet meeting service designated by the President or First Vice-President that:
 1. Supports visible displays identifying those participating,
 2. Can identifying those seeking recognition to speak,
 3. Allows for the showing (or permitting the retrieval of) the text of pending motions,
 4. Allows for the showing the results of votes.
2. The President or First Vice-President may designate a separate **Internet voting service** to be used for the anonymous electronic voting if required.

General Meetings, Annual General Meetings, and Special General Meetings

3. **Login information.** The Secretary shall send by e-mail to every member of the Association, at least one week before each meeting, the time of the meeting, the URL and codes necessary to connect to the Internet meeting service, and, as an alternative and backup to the audio connection included within the Internet service, the phone number and access code(s) the member needs to participate aurally by telephone.
4. **Login time.** The Secretary shall schedule Internet meeting service availability to begin at least 15 minutes before the start of each meeting.
5. **Quorum calls.** The continued presence of a quorum shall be determined by the online list of participating members, unless any member demands a quorum count by audible roll call. Such a demand may be made following any vote for which the announced totals add to less than a quorum.
6. **Technical requirements and malfunctions.** Each member is responsible for his or her audio and Internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a member's individual connection prevented participation in the meeting.

Forced disconnections. The chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The chair's decision to do so, which is subject to an undebatable appeal that can be made by any member, shall be announced during the meeting and recorded in the minutes.

President's report

Sharon Mansiere

Local

Your Union is trying to get information from the college at many levels right now. There is the information we are legally entitled to that the Labour Relations Board says all employers must share with us on the details of the members of our Association. This is information so that we can conduct the business of the Union. This was a challenge for all presidents and councils before I entered this seat, but it has only been since 2018 that we have focussed our argument with the clear legal language of this obligation the college has to provide these data.

An additional importance of our Union having access to current member's lists became apparent at the end of our last bargaining round when our employer was denying some of members their retro pay. To first not supply the Union with the names of our members and then deny our members' retro pay if the Union could not name them was unacceptable and we challenged them fiercely on this and have now secured triannual reporting of our member lists. Additionally, last bargaining round they did not supply us all of the pertinent and requested information and much of it came very late for us to use to inform our bargaining. In Alan Rice's report you will hear that he is still waiting on the details of his October 1st 2021 ask for bargaining preparation information. As the calendar clicked over to January 1st we quietly slipped into bargaining (as the Labour Relations Board defines our timelines) and we only had received our aforementioned standard name reports that we have fought to improve and the publicly available documents.

We are not done with asking for information though. In spite of the Union's direct asks to senior administration regarding the college's financial circumstances we were only made aware of the significant budget shortfall projections from our members. The diversity of how this message has been delivered to our members is concerning. From presentations of thoughtful projections and workload management practices to wholesale removal of term members from 2022-2013 workplans. An entire portfolio has been told to consider placing *all* lectures online at the regional campuses. It is not lost on the Union that we are in the preparations for bargaining, destabilizing of our members and how this could be advantageous to the college.

Provincial

I am seeing some real promise in the potential leveraging of our power at the Federation of Post-Secondary Educators (FPSE). Coordination can be a very powerful tool and some very important developments to support our bargaining efforts have been added.

Pandemic

I paused before adding this last bit. Need I tell you about it? Is there any moment we have not been bombarded with it? All I want to say is how I hope all of you and your loved ones are staying healthy and safe.

Sharon Mansiere
President

Chief Steward's Report

Rod Watkins

Hello everyone,
I would like to begin by introducing our local stewards:

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

Should you have any questions or concerns about your working conditions or the Collective Agreement, please contact your local steward.

Current Grievances

FAC13/07: Post-65 Benefits

Having lost the first stage of the Post-65 grievance, which was based solely on the benefits eligibility language, we are proceeding to stage two. Stage two will arbitrate the question of whether denying benefits to those who continue to work past age 65 is discrimination as defined in Local Agreement Article 9 and Common Agreement Article 2. As part of that argument, we have made a Charter Rights challenge to the BC Human Right Code exemption for discrimination in the case of bona fide group benefits plans for those over age 65—a provision that pre-dates the elimination of mandatory retirement. The Grievance Committee is preparing a list of those available who participated in negotiating Article 9 for possible interviews by our lawyer in February. The next set of arbitration dates are in November 2022.

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 because 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 Association grieved the continued use of formative evaluations for purposes of hiring and promotion. I and Yvonne Moritz are finalizing the Terms of Reference for the formative evaluation committee this month.

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. We have received the first draft of the new policy and have begun the process of reviewing the providing the employer feedback on the draft policy.

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. We are currently waiting for the employer's Step 2 reply, due in early February.

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, how has 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 Faculty 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.

Other Matters

Equity

Council passed a motion earlier this Fall that a committee review of initial step placement of new hires

for possible bias or discrimination. That committee has been wound up and Tim Walters, HRIS Representative, has been elected Chair. The data collection phase of the investigation is underway.

Reductions

The Association has been working diligently with chairs and departments the past many weeks to help assure as little work is lost for our members as is possible as the employer makes changes to address a “budget shortfall”. The Grievance Committee’s role during these reductions is to assure that all appropriate and required procedures are followed and that the rights of our members are respected. There are as well many political concerns with these cuts that are beyond the scope of the Grievance Committee; please see the President and Second Vice President’s reports for further information on such matters.

Member Support

The ongoing pandemic combined with the reductions in workload have placed tremendous strain on Association members. I want to remind all our members that the contract provides resources to help cope with these times through the EFAP (Employee and Families Assistance Program) and our regular benefits provisions for physical and mental health. If anyone would like assistance is making use of these benefits but would like some assistance in understanding or

accessing the benefits available, please contact you steward, and we will help you.

A final note. The next few weeks may be a time of higher stress as the employer takes measures to ameliorate its budget shortfall. Now more than ever is a moment when we all must pull together and coordinate our actions to protect our rights, our work, and our campuses in addition to meeting the needs of our students. We are all in this together and the best way forward is through strengthening our solidarity.

Respectfully submitted,
OCFA Chief Steward

Second Vice President's Report

Alan Rice

Welcome to Bargaining!

As of January 1, 2022 OCFA and our Employer are officially in bargaining. The Labour Code clearly establishes the timelines for parties entering into bargaining. Ninety days prior the expiry of the agreement parties are deemed to have given notice to bargain. The Negotiations Committee will be serving our official notice to bargain and that our position is that we have been in bargaining since January 1st. While this step is not entirely necessary, it will serve to support our position that we are de facto in bargaining even though we are not currently at the bargaining table.

Entering into bargaining has some important implications for both parties. In particular, once in bargaining, the Employer is prohibited from making any substantial changes to our wages or working conditions. It also adds urgency to having our requests for information from the employer fulfilled.

Actions by the Employer

Over the past month, the employer has been engaged in some concerning activities related to workload planning for the 2022/23 academic year and beyond. We have been receiving reports from members and Chairs that they are being asked to create workload plans that include moving a significant number of courses to all online delivery and consolidating courses across campuses. We expect these changes will result in workload reductions, in particular for our Term members. Your OCFA President has provided more detail on these changes in her report.

The College has identified that these measures are required to address a budget shortfall. The College has not provided any specifics on this projected shortfall to the Union despite our requests for this information. The Association requires this information in order to execute our Duty to Represent our members. Workload reductions are one of the most significant issues that any union can face.

The Association is monitoring the erosion of member rights to regarding the assignment of special courses.

Preparation for Negotiations

In the November Special General Meeting, the OCFA membership provided the Negotiations Committee a strong mandate to negotiate on 5 key themes: Equity, Compensation, Benefits, Workload, and Climate and Sustainability. The Negotiations Committee continues to meet regularly and is hard at work developing specific proposals, including position papers and specific Collective Agreement language, for these themes.

The members of the Committee have also been engaged in bargaining training. Members of the committee have attended training sessions provided by FPSE for bargaining generally and bargaining in the context of Climate Change specifically. More recently, the committee engaged an outside consultant to review our benefits package and provide training specific to benefits. You may also recall that in the Fall OCFA formed the "Job Action Preparedness Committee" consisting of the members of the Grievance Committee and Chaired by Sean Johnston. This committee has been responsible for sending out communications including invitations to consultation meetings. This committee is currently involved in job action training provided by FPSE.

Requests for Information

The Association sent a request to the College for information the association requires to execute its duty to represent its members and that is required for preparation for bargaining. On October 4, 2021, the Negotiations Committee submitted its request for information related to bargaining. The request included several areas of interest related to our bargaining themes:

- Individual Member Information
- Secondary Scales
- General Faculty Information including overload assignments, special course assignments, and banked time.
- Benefits
- Student Demographics
- Faculty Travel
- Detailed Financial Information and Projections

To date, only basic information that the College normally provides has been provided in response to our request for information.

The College has obligations to provide information to the Association that are supported in a large number of BC Labour Board decisions and, as Sharon mentions in her report, a Supreme Court decision that support The Association's right to information from the Employer that is required to execute its duty to represent and to bargain on behalf of its members. They have yet to meaningfully respond to our requests.

Access to information from the employer is a sector wide issue for locals. We will be working with our partners at FPSE to coordinate a response to this issue.

Provincial Negotiations

As the Negotiations Chair for OCFA, I also attend provincial Bargaining Coordination Committee (BCC) meetings facilitated by FPSE. This group meets every three weeks to coordinate bargaining at the provincial level. Through this group, FPSE is actively coordinating the gathering of local information related to the progress of local bargaining, bargaining surveys, collective agreement language, proposals, and overall provincial strategy.

FPSE has recently brought on a Bargaining Coordinator whose role is to coordinate and facilitate bargaining for locals and support provincial bargaining initiatives. This person is currently analyzing local agreements and providing supports for the BCC and Bargaining Council

FPSE has facilitated bargaining conferences in the fall of 2021 and will hold another 'mini-conference' in January. These conferences are attended by members of FPSE's Presidents' Council, the BCC, and delegates from member locals.

We have yet to hear of a provincial mandate from PSEA regarding wages or term of the agreement.

Alan Rice
2nd Vice-President and Bargaining Chair

Treasurer's Report

Randy Brown

We are nearing our OCFA fiscal year-end of Jan 31, 2022. Therefore, the Balance Sheet as of Jan 21, 2022 and the Profit & Loss Statement – Budget vs Actual February through Jan 21, 2022 included at the bottom of my report represent almost the complete OCFA fiscal year. A few things worth noting on the Profit & Loss Statement are:

Income:

- The Membership Dues as shown are missing one final payment to us of about \$19,000, so actual Membership Dues will be very close to budgeted Membership Dues for the year.
- Other Income, which is Investment Income, has a fairly high short term volatility and is hard to predict. For example, last month our Investment Gains over the month were about \$15,000, but a few months before that, our Investment Losses over the month were almost the same amount. We'll see where we wind up here at the end of next month.

Expenses:

- The FPSE Membership Dues expense is complete as shown with actual expenses slightly over budgeted for the year.
- The Time Release Expense is not complete as shown. Some accrued time release for the winter 2022 semester needs to be included. Actual expenses should be close to budgeted for the year once accrued expenses are included.
- The PD Fund Contribution Expense is complete as shown.
- The Honorarium Fund Expense is complete as shown.
- Audit & Accounting fees of \$14,700 are still to be added as an expense, so actual expenses will be close to budgeted for the year.
- The budgeted Website Development & Maintenance Expense was not spent because a suitable website development suite or product has not yet been found. Work on this will continue next year.

Year's Overall Budget:

The COVID-19 pandemic has caused many budgeted expenses to be reduced or eliminated this last fiscal year. Socials, the AGM, the FGM, the WGM, and many other meetings were held remotely, or not at all. Travel costs were down and Zoom meetings were the norm.

The budget for this past year was based on hopes that we would be returning to more of a pre-COVID world, with less restrictions on in-person meetings and travel. That did not happen, and so overall, our actual expenses for the year are quite a bit less than the budgeted expenses for the year.

Next Year's Budget:

Next year's budget will be similar to this year's budget in that we are hoping for a return to more in-person meetings and being able to have socials, etc. I hope that actually happens. I will be presenting next year's budget at the WGM.

Please feel free to email or phone Randy Brown if you have any questions, concerns or comments. rbrown@okanagan.bc.ca 250-763-5445 x4373

12:37 PM
21/01/22
Accrual Basis

**Okanagan College Faculty Association
Balance Sheet
As of 21 January 2022**

| | <u>21 Jan 22</u> |
|---|----------------------------|
| ASSETS | |
| Current Assets | |
| Chequing/Savings | |
| 1-1000 · Cash | |
| 1-1010 · CIBC AAA Checking | 137,912.50 |
| 1-1500 · ISCU Mission Branch (Checking Account) | 43,366.61 |
| Total 1-1000 · Cash | <u>181,279.11</u> |
| 1-3100 · Investments | |
| 1-1155 · ISCU Shares - Mission Brance | 7.13 |
| 1-3220 · Wood Gundy Investments | 945,200.54 |
| Total 1-3100 · Investments | <u>945,207.67</u> |
| Total Chequing/Savings | <u>1,126,486.78</u> |
| Total Current Assets | <u>1,126,486.78</u> |
| TOTAL ASSETS | <u>1,126,486.78</u> |
| LIABILITIES & EQUITY | |
| Equity | |
| 3-8001 · Retained Earnings (Retained Earnings) | 994,776.87 |
| Net Income | 131,709.91 |
| Total Equity | <u>1,126,486.78</u> |
| TOTAL LIABILITIES & EQUITY | <u>1,126,486.78</u> |

9:09 AM
21/01/22
Accrual Basis

**Okanagan College Faculty Association
Profit & Loss Budget vs. Actual
February 2021 through January 2022**

| | <u>Feb '21 - Jan 22</u> | <u>Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|--|-------------------------|-------------------|-----------------------|--------------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| 4-1000 · Membership Dues | 473,261.21 | 492,000.00 | -18,738.79 | 96.2% |
| 4-2000 · Other Income | 36,854.72 | 20,000.00 | 16,854.72 | 184.3% |
| Total Income | <u>510,115.93</u> | <u>512,000.00</u> | <u>-1,884.07</u> | <u>99.6%</u> |
| Gross Profit | 510,115.93 | 512,000.00 | -1,884.07 | 99.6% |
| Expense | | | | |
| 6-1600 · FPSE Membership Dues | 230,258.71 | 222,200.00 | 8,058.71 | 103.6% |
| 6-8500 · Time Release Expense | 96,088.14 | 120,000.00 | -23,911.86 | 80.1% |
| 6-5500 · PD Fund Contribution Expense | 22,962.90 | 23,800.00 | -837.10 | 96.5% |
| 6-3550 · Honorarium Expense | 14,100.00 | 16,000.00 | -1,900.00 | 88.1% |
| 6-6500 · Solidarity/Social Justice | 5,113.17 | 5,000.00 | 113.17 | 102.3% |
| 6-4000 · Office Expense | 4,448.85 | 8,000.00 | -3,551.15 | 55.6% |
| 6-2500 · Executive and Council Expense | 3,728.14 | 7,500.00 | -3,771.86 | 49.7% |
| 6-2000 · Equipment & Software Expense | 1,414.12 | 2,000.00 | -585.88 | 70.7% |
| 6-1000 · CARC Expense | 224.00 | 3,000.00 | -2,776.00 | 7.5% |
| 6-3500 · Negotiating Committee Expense | 67.99 | 3,000.00 | -2,932.01 | 2.3% |
| 6-6000 · Audit & Accounting Fees Expense | 0.00 | 15,000.00 | -15,000.00 | 0.0% |
| 6-6510 · Public Relations | 0.00 | 1,000.00 | -1,000.00 | 0.0% |
| 6-6580 · Scholarship Fund Expense | 0.00 | 3,000.00 | -3,000.00 | 0.0% |
| 6-7500 · Social Expense | 0.00 | 2,500.00 | -2,500.00 | 0.0% |
| 6-8000 · Standing Committees Expense | 0.00 | 500.00 | -500.00 | 0.0% |
| 6-8100 · Status of Women Expense | 0.00 | 1,300.00 | -1,300.00 | 0.0% |
| 6-3000 · General Meetings Expense | 0.00 | 7,200.00 | -7,200.00 | 0.0% |
| 6-9000 · Union PD Expense | 0.00 | 5,000.00 | -5,000.00 | 0.0% |
| 6-4200 · Website Development and Mainten | 0.00 | 10,000.00 | -10,000.00 | 0.0% |
| Total Expense | <u>378,406.02</u> | <u>456,000.00</u> | <u>-77,593.98</u> | <u>83.0%</u> |
| Net Ordinary Income | <u>131,709.91</u> | <u>56,000.00</u> | <u>75,709.91</u> | <u>235.2%</u> |
| Net Income | <u>131,709.91</u> | <u>56,000.00</u> | <u>75,709.91</u> | <u>235.2%</u> |

Secretary's Report

Janice McQuilkin

Here is a summary of my Secretarial activities in support of our association since our last GM:

- Worked on the *Position Transitions Handbook*; this document contains useful links to help inform and support the various Association Council positions. Each executive and council member wrote a description of tasks from their perspective, as well as a description of the various responsibilities associated with that position. Thank you to everyone who contributed with your submissions, this publication has been a work in progress and is now ready as resource for council members.
- Attended the **FPSE Professional & Scholarly Development Committee (PSDC)** November 19th and 20th via Zoom. The PSDC assists FPSE locals to identify and assess current and future professional and scholarly development needs of our members. So, this includes understanding how the various funds, the PA (Professional Allowance) and PD (Professional Development) are being utilized by members individually and collectively for professional and scholarly activities. The aim of this committee is to track how funds are being spent, who allocates/processes them and follow the fund sources. Here are a few highlights and information kernels of note from this meeting:
 - Discussed the question of whether international travel was allowed and if it was, if funds covered cancellation insurance, COVID19 testing and associated hotel stays. Not surprisingly, international travel was banned by many locals or, funds were not used because of travel restrictions. Concern as to what is happening with funds not used remains a question.
 - The administration of funding sources varies greatly from local to local. Some locals use chairs while others deal directly through their deans and some have no dealings with their union for the distribution of funds. I believe our OCFA PD committee is quite special in this regards not only how funds are allocated but also supported by the strong and specific language currently in our agreement.
 - Another goal of the committee is to survey administrative control and exploitation of PD funds with a view to develop language for bargaining. Surprisingly to me were the number of locals fighting for some form of funding to support research and applied project initiatives.
 - Our PD committee members deserve our thanks. Processing these applications is truly a labour of union love: it is time consuming, deadline driven and requires committee meetings for discussion and decision making.

- The next PSDC meeting is scheduled for 11-12 March 2022 and may be a hybrid meeting of face to face and online in Vancouver, BC.
- Attended the OCFA Council training Tues, 16th Nov and several bargaining evening sessions Nov 2nd (Special Courses) and Nov 9th (Term Issues).
- Drafted the *OCFA Respectful Workplace Policy*.
- December duties also focused on: Updating the Holiday List, coordinated with Randy and Sharon for OCFA Christmas donations and electronic cards to OC and other organizations.
- The **OCFA Web Site** Coordination is progressing. As an executive, we have determined that our web site needs are best served by designing in-house. Finding the time to develop, amidst our bargaining season remains the challenge. To provide information to our members, WordPress will be used to engage with our members. WordPress is a powerful and open-source content management system that is an application used to build web sites. I am working on investigating some of the advanced features we need for member engagement. Stay tuned.
- Coordinated and published the second issue of *The Update*.
- Coordinated and scheduled Zoom meetings, agendas and meeting minutes for executive, council, special and various committee meetings. Now that Zoom automatically generates an Outlook event in the calendar, it's faster to schedule meetings. Note that members are welcome to attend our council meetings. Please contact myself or Sharon for Zoom invite info.

Respectfully,

Janice McQuilkin

Status of Women Report

Eva Gavaris

#BreakTheBias – March 8, 2022

How do you want to see your Faculty Association recognize International Women’s Day (IWD), on March 8th this year? The theme for 2022 is *#BreakTheBias*, visit the [IWD website](#) for an explanation of their theme: Imagine a gender equal world. A world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all *#BreakTheBias*.

Please fill out [this quick \(2 minute!\) survey](#) and let us know how we should recognize IWD. Maybe inviting a virtual speaker for our association members to watch over zoom? Maybe lobbying for positive change for working conditions (adding comfortable and private rooms for breastfeeding mothers, for example)? Maybe raising money for a scholarship for a specific group or program? Your answers will help us decide.



The survey link is https://okanagan.libwizard.com/f/OCFA_IWD_2022

Thanks,

Eva Gavaris
Status of Women Representative

Non-Continuing Faculty Report

Can Li



Hi, my name is Can Li, and I joined OC in July 2021. In the past several months, I have been busy learning the ropes at the exciting Web Services Librarian position and familiarizing myself with my new role representing OC's term faculty in our association.

As OC's rep, I am also the liaison on FPSE's Non-Regular Faculty Committee (NRFC), attending meetings and helping promote its initiatives. The committee works to increase job security and fairness for those who are involuntarily deprived of equitable career opportunities and compensations.

Can Li's report to OCFA council – Jan 2022

On Jan 7, I attended the "First Fridays" FPSE NRFC meeting. The meeting took about 70 minutes with the focus on the topic of working safely at our institutions in the context of rising Covid cases. Chris Alemany, Workplace Health & Safety from Local 8 joined the meeting to share his expertise.

The key takeaway for me, though, was what's called a "pooled benefit plan" mentioned by FPSE president Brent Calvert. He envisioned locals joining up to a provincial initiative rather than segmented by institutions. I tried to look that up on FPSE's website and didn't find any information yet.

Brent also encouraged local reps to spread information about upcoming Pension Workshops. As far as I have heard, these "First Fridays" meetings are open for OC non-continuing membership, and I'd like to reach out to them regarding these meetings as well as Pension Workshops. However, as a newbie, I would need to figure out what method to reach those faculty I represent.

I will be at FPSE NRFC meeting Friday, Jan 28, 1 pm – 5 pm.

Kindly,

Can Li MLIS (she|her)
Web Services Librarian
cli@okanagan.bc.ca | (250)762-5445(ext. 4660) | www.okanagan.bc.ca/library

Getting to Know Your Collective Agreement

Hi OCFA Members,

For this edition of the Update I have been asked to speak to getting to know the Collective Agreement. As you all know, given that our agreement expires on March 31, 2022, we are now in the process of Collective Bargaining. Your Negotiations Committee is hard at work putting together proposals and language we will present to the employer on our members behalf.

But, did you know that Collective Bargaining can happen even when we have an agreement in force?

Article 52.2 says:

In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of either party, for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree on a mutually satisfactory replacement, they shall submit the dispute to the procedure of Article 36 (Grievance Procedure).

So, basically, it means that if any article or provision of the agreement were to be “held invalid by operation of law or by any tribunal of competent jurisdiction” we would enter into Collective Bargaining to resolve the provision or article that was determined invalid. During this process, the rest of the agreement would remain in effect.

Who knew!
Alan Rice
OCFA 2nd VP, Negotiations Chair

For the Good of the Union

First Things First and Citizens' Climate Lobby Okanagan

Join their upcoming film screening and discussion:

<https://www.facebook.com/events/1560957684277381>

OCFA Facebook (page for active members)

<https://www.facebook.com/ocfaculty>

OCFA Facebook (group for OCFA and OUCFA retirees)

<https://www.facebook.com/groups/3459590260743214>

OCFA Twitter

<https://twitter.com/ocfaculty>

Association Council & Shop Stewards 2021-2022

Executive:

| | | | |
|-----------------------------|------------------|--------------|--|
| President | Sharon Mansiere | 250-328-2206 | smansiere@okanagan.bc.ca |
| First VP, Chief Steward | Rod Watkins | 250-804-9973 | rpwatkins@okanagan.bc.ca |
| Second VP, Bargaining Chair | Alan Rice | 250-215-7265 | alandrice@gmail.com |
| Secretary | Janice McQuilkin | 250-470-4147 | jmcquilkin@okanagan.bc.ca |

Council:

| | | | |
|---|-------------------|------|--|
| Faculty Liaison - Arts | Raluca Fratiloiu | 4582 | rfratiloiu@okanagan.bc.ca |
| Faculty Liaison - Business | Stacey Fenwick | 4355 | sfenwick@okanagan.bc.ca |
| Faculty Liaison - Health | Gurpreet Dhatt | 4604 | gdhatt@okanagan.bc.ca |
| Faculty Liaison - Non-Instructional | Sarah Lefebure | 3232 | slefebure@okanagan.bc.ca |
| Faculty Liaison - Science | Bruce Campbell | 4784 | bcampbell@okanagan.bc.ca |
| Faculty Liaison - Technology | Joe Hobart | 4402 | jhobart@okanagan.bc.ca |
| Area Representative - Kelowna | Laura Loewen | 4776 | lloewen@okanagan.bc.ca |
| Area Representative - Penticton | Jeremy Beaulne | 3225 | jbeaulne@okanagan.bc.ca |
| Area Representative - Salmon Arm | Brian May | 8212 | bmay@okanagan.bc.ca |
| Area Representative - Vernon | <i>Vacant</i> | | |
| Decolonization, Reconciliation, and Indigenization Representative | Laura Hockman | 2346 | lhockman@okanagan.bc.ca |
| Human Rights and International Solidarity Rep | Tim Walters | 8251 | twalters@okanagan.bc.ca |
| Non-Continuing Faculty Representative | Can Li | 4660 | cli@okanagan.bc.ca |
| Pension Advisory Representative | Elena Mitropolsky | 4524 | emitropolsky@okanagan.bc.ca |
| Status of Women Representative | Eva Gavaris | 3224 | egavaris@okanagan.bc.ca |
| Workplace Health, Safety, Environment Representative | <i>Vacant</i> | | |

Shop Stewards:

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|---------------------------|----------------|------|--|
| Kelowna Campus Steward | Sean Johnston | 4672 | sjohnston@okanagan.bc.ca |
| Penticton Campus Steward | Colin Wallace | 3334 | cwallace@okanagan.bc.ca |
| Salmon Arm Campus Steward | Jeremy Lanaway | 2214 | jlanaway@okanagan.bc.ca |
| Vernon Campus Steward | Art Boehm | 2243 | aboehm@okanagan.bc.ca |