

The Update

Issue III, 2022-2023

April 2023

IN THIS ISSUE:

The Update	1
Notices & Events	2
Notice of AGM	2
Upcoming Council Meetings	4
Upcoming Retirement Seminar	5
2023-24 Council & Executive Nominees ...	6
2023-24 Nominees – OCFA Executive	7
2023-2024 Nominees – OCFA Council.....	11
Executive Reports.....	18
Council Rep & Committee Reports	24
Council & Shop Stewards 2022-23	29

SUBMISSIONS TO THE UPDATE

The Update welcomes letters to the editor, upcoming event notices, or other submissions. Readers are encouraged to write in response to what is 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 as an organization.

Please send submissions to *The Update* editor Roën Janyk, rjanyk@okanagan.bc.ca or via intercampus mail, office L101A.

THANK YOU

A special thanks to Raluca Fratiloiu for reviewing this issue of *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 wish to bring forward a particular item for consideration, please contact one of your OCFA Council members. Contact information for all 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 and is also available on the [OCFA webpage](#).

OCFA SOCIAL MEDIA

Facebook page:

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

Facebook group (for OCFA & OUCFA retirees)

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

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

Notices & Events

Notice of AGM

April 28, 2023, 5:30 – 9 pm, at the Coast Capri Hotel (Horizon Room)

Social begins at 5:30 pm, dinner served at 6 pm, meeting begins at 7 pm

Come out and meet with your colleagues before heading into summer. The AGM is particularly important to attend to support your colleagues and provide your vote. The AGM provides the opportunity to review new and revised policy, resolutions put forward, and important motions on the table. You will also receive an update on bargaining. Members can [RSVP using the online form](#).

The AGM is when we elect our Association Council representatives and Shop Stewards for the 2023-2024 academic year. All OCFA positions are one-year terms (beginning July 1) and are considered vacant until filled at the AGM.

An official call for nominations has been circulated and nominations will be also be accepted during the AGM. If you have questions about vacant positions or any other positions, please feel free to email the Chair of the Nominating Committee, Roën Janyk (rjanyk@okanagan.bc.ca).

Positions without nominees for 2023/24:

- Faculty Liaison – Business
- Community Representative - Penticton
- Decolonization, Reconciliation, & Indigenization Representative
- Non-Continuing Faculty Representative
- Kelowna Campus Steward

Special Resolutions being put forward:

1st SPECIAL RESOLUTION

WHEREAS, Craig McLuckie has provided years of service and dedication to the OC Faculty Association and,

WHEREAS, notice was given at the 2022 WGM,

BE IT RESOLVED, THAT the Association bestow an Honourary Life Membership upon Craig McLuckie.

2nd SPECIAL RESOLUTION

WHEREAS, Doug Birtwistle has provided years of service and dedication to the OC Faculty Association and,

WHEREAS, notice was given at the 2022 FGM,

BE IT RESOLVED, THAT the Association bestow an Honourary Life Membership upon Doug Birtwistle.

3rd SPECIAL RESOLUTION (A)

WHEREAS Council recommends to membership the creation of a new Association Executive position, Benefits Officer,
BE IT RESOLVED, THAT Council recommends amending the Constitution and By-Laws Article II Section A (1.) to the following:

ARTICLE II – THE EXECUTIVE COMMITTEE

Section A

1. The members of the **Executive Committee** shall be in order of precedence: the **President**, the **First Vice-President** (Chief Steward), the **Second Vice-President** (Chair of the Negotiations Committee), the **Benefits Officer**, the **Treasurer**, and the **Secretary**.

3rd SPECIAL RESOLUTION (B)

WHEREAS Council recommends to membership the creation of a new Association Executive position, Benefits Officer,
BE IT RESOLVED, THAT Council recommends amending the Constitution and By-Laws Article III Section A (1.) to the following:

ARTICLE III – THE ASSOCIATION COUNCIL

Section A

1. The members of the **Association Council** shall be: the **President**, the **First Vice-President** (Chief Steward), the **Second-Vice President** (Chair of the Negotiations Committee), the **Benefits Officer**, the **Treasurer**, the **Secretary**, the **Past President**, the **Status of Women Representative**, the **Pension Advisory Representative**, **Non-Continuing Faculty Representative**, the **Human Rights and International Solidarity Representative**, the **Workplace Health, Safety and Environment Representative**, **Decolonization, Reconciliation, and Indigenization Representative**, four **Community Representatives** (one from each of the College campus Centres; Kelowna, Penticton, Salmon Arm and Vernon), and six **Faculty Liaison Representatives** (one elected from each of the following):
 - Arts
 - Science
 - Health
 - Technology: CET; CIS; EET; MET; NTEN; and WET
 - Non-Instructional: AV Coordinator; Counsellor; Librarian; Student Affairs Coordinator; Recreation and Athletic Coordinator; Educational Technology Coordinator, and Social and Cultural Activity Coordinator
 - Business

3rd SPECIAL RESOLUTION (C)

WHEREAS Council recommends to membership the creation of a new Association Executive position, Benefits Officer,
BE IT RESOLVED THAT Council recommends amending the Constitution and By-Laws Article IV, Section B (3.) to read:

ARTICLE IV - OFFICERS OF THE ASSOCIATION

Section B

1. The **Benefits Officer** (Chair of the **Benefits Review Committee**) shall:
 1. be a member of the **Executive Committee**.
 2. assist the **President** in all matters.
 3. be primarily responsible for:
 - developing expertise in the various health and welfare benefits provided by the Agreement.
 - assisting members in accessing those benefits and resolving issues with benefits providers.
 - developing expertise on the rights to accommodation afforded members under the Human Right Code of BC.
 - Assisting members in issues related to sick leave and other related leaves.
 - Assisting members in applying for and receiving LTD benefits as well as their return to work from LTD.
 - Liaising with the Chief Steward and Grievance Committee when any matter relating to the above requires a grievance.
 - be the Chair of the **Benefits Committee**.
 4. represent the Association on the FPSE Disability Management Committee, whenever possible.

And to renumber subsequent articles as required.

4th SPECIAL RESOLUTION

WHEREAS, the FPSE Status of Women & Gender Equity Committee name has been updated and,

WHEREAS, updating the OCFA Council Representative position title would be in alignment with the FPSE Committee name and,

WHEREAS the representative stands to conduct work supporting the equity of all individuals, including non-binary and trans people,

BE IT RESOLVED, THAT the OCFA Status of Women Representative be renamed to the Status of Women and Gender Equity Representative, and ARTICLE III – ASSOCIATION COUNCIL, Section A(2.) and ARTICLE V – MEMBERS OF THE ASSOCIATION COUNCIL (1.), in the OCFA By-Laws and Constitution be amended to reflect the updated name.

Upcoming Council Meetings

OCFA members are welcome to attend Council Meetings. Please contact [Roën Janyk](#), Secretary, for meeting location or Zoom links. Council meetings take normally place on **Fridays, 2-5 pm**.
Upcoming Council Meetings:

- **April 28 (in-person, Coast Capri Hotel - Horizon Room, Kelowna)**
- **May 26 (in-person, S103B, Kelowna)**
- **June 16 (in-person, S103B, Kelowna) (meeting for incoming/outgoing council)**

Upcoming Retirement Seminar

Randy Brown, OCFA's Treasurer, will be giving a presentation on "Retiring From Okanagan College" via Zoom, for all OCFA members that are nearing retirement, on May 4th, 2023 from 7:00 - 8:30 pm.

Subjects will include:

- When to notify and who to contact at OC.
- Accessing your pension information from the BC College Pension Plan website.
- Pension options.
- Selecting the best pension for you when you retire.
- Payouts from the College on Retirement.
- Tax Implications.
- Pension Plan Retirees Association.
- Working after you retire.
- Other questions you may have.

Please send any specific questions you would like answered, and Randy will answer them if possible.

Please RSVP and/or send questions to <mailto:ocfa.treasurer@gmail.com>.

Thanks,

Randy Brown
OCFA Treasurer

2023-2024 Council & Executive Nominees

All positions are considered vacant until filled at the AGM. Please contact [Roën Janyk](#) if you would like to run for a position or nominate a colleague.

Current list of nominees & positions

President	Sharon Mansiere
First Vice President and Chief Steward	Rod Watkins
Second Vice President and Bargaining Chair	Sean Johnston
Treasurer	Randy Brown
Secretary	Roën Janyk
Faculty Liaison - Arts	Raluca Fratiloiu
Faculty Liaison - Business	
Faculty Liaison – Health	Gurpreet Dhatt
Faculty Liaison – Non-Instructional	Lindsay Willson
Faculty Liaison – Science	Bruce Campbell
Faculty Liaison - Technology	Scott Fazackerley
Community Representative - Kelowna	Laura Loewen
Community Representative - Penticton	
Community Representative – Salmon Arm	Brian May
Community Representative - Vernon	Youry Khmelevsky Deborah Warren
Non-Continuing Faculty Representative	
Pension Advisory Representative	<i>Council/Exec recommends leaving unfilled for 2023/24</i>
Human Rights and International Solidarity Representative	Terry Bridges
Faculty Liaison – Status of Women Representative	Eva Gavaris
Workplace Health, Safety, and Environment Representative	Leonard Youden
Decolonization, Reconciliation, and Indigenization Representative	
Kelowna Campus Steward	
Penticton Campus Steward	Colin Wallace
Salmon Arm Campus Steward	Terry Kosowick
Vernon Campus Steward	Art Boehm

2023-2024 Nominees – OCFA Executive Committee

Position: President

Nominee: Sharon Mansiere

Nominators: Rod Watkins & Alan Rice

Reasons for Running & Bio: Hello Faculty. I am putting my name forward again to help our union do what we need to do. What we 'need to do' has changed over the years since I started in 2018.

- In the start I was looking to secure access to accurate information from the college about our members and professionalize some of our Union resources including collation and consolidation of our files as well as continual improvement in our budget and fiscal responsibilities using best practices.
- The next focus was the bucking bronco ride of the pandemic. getting us safely extracted from our last bargaining round without the college getting any of their many concessionary asks while they offered nothing in return.
- Policy was slowly moving to the fore for many reasons, but most importantly to provide transparency and clarity to our membership on the Association's practices.
- After that the focus was to ensure we were getting value for our dues that go to the Federation of Post-Secondary Educators (FPSE).
- We have been making some progress on a grievance I inherited, our fight to get certain benefits to our members extended to them beyond the age of 65, so far Life Insurance and AD&D have been added.
- Throughout my time as president, I have endeavored to be accessible to all members and if you are one of the few that has not tried to text me yet, you will be surprised to know that by now a good portion of the membership has my number at the ready for questions and that is helpful for me to be connected on issues.
- Most recently it has been to focus on the College's proposed reduction of our BSN program and the impacts that has on Nursing, Biology, and English. The College's treatment of our nurses and our nursing students is unacceptable. Their ignoring the other departmental impacts is tone deaf.



I will continue if given the opportunity at our AGM to have the Association focused on job security, equal pay for equal jobs, and maintaining our Collective Agreement rights and fair bargaining.

P.S. I am literally the worst photographer/subject in the world for photos so thanks to the faculty that went through my attempts at selfies as my family was away. If you talk to the brave souls that helped me find this selfie "gem" from among many that were both horrifyingly and humorously worse (if you can believe it) they can regale you with just how true that statement is.

Position: 1st VP**Nominee: Rod Watkins**

Nominators: Sean Johnston & Colin Wallace

Reasons for Running and Bio: I have been Chief Steward for several years. This will be my last. I am seeking one additional year to complete the work on the Post-65 and Parking grievances as well as the program reduction just announced for the Nursing BSc program. Also, over this final year, I will be developing a robust transition plan to ease the work of the new Chief Steward next year.



Over my years as Chief Steward, I am confident I have represented our members strongly but wisely. I consider it a mark of our success that we have had but only two arbitrations in my time as Chief Steward—the Post-65 benefits grievance and the Parking 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 the Grievance Committee 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 honour to do so.

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 16 years of CARC training and experience.

Position: 2nd VP & Bargaining Committee Chair**Nominee: Sean Johnston**

Nominators: Jillian Garrett & Rod Watkins

Reasons for running and Bio: I've been Kelowna Steward for the last two years and that experience has deepened my appreciation of the value of the union's work. I want to increase the level of my involvement for that reason and also because the last two years on the grievance committee have given me many opportunities to learn—through meetings on particular grievances, FPSE workshops on job action preparation and human rights law, CAUT training on filing grievances, and recently in meetings with our OCFA executive and FPSE reps about responding to the recent BSN



announcement—and I want to continue that learning. This second part is a selfish reason, because I enjoy such learning, but I know it will also benefit our members.

I've been at Okanagan College for 15 years and served on GIA, ESL, and PD committees and am just finishing my 4th year as Chair of the English Department. I am a fiction writer and teach creative writing and Literature, and live with my wife, two daughters, and two dogs, in Westbank.

Position: Treasurer

Nominee: Randy Brown

Nominators: Scott Fazackerley & Kevin Bradshaw

My name is Randy Brown, and I am running for Treasurer of the OCFA. I have been a Professor in Electronic Engineering Technology at the College for the last sixteen years and I have been an active member of the OCFA for the last eleven years. First as the Technology Representative on Council, then as the Pension Advisory Representative on Council, and for the last two years, as the OCFA Treasurer. I am also a member of the current OCFA Bargaining Team.



I have learned a great deal as Treasurer this past two years, and I am very much interested in working hard for the OCFA members as Treasurer again next year. I think that because I am naturally a detail oriented and rigorous person, I find the work of being Treasurer enjoyable and rewarding.

This last year I upgraded the Treasurer's computer, which was very old, and installed the latest version of QuickBooks on it, so that we are more current. I have also been part of the Bargaining Team, which has been challenging and interesting, at the same time. Next year, with Bargaining coming to an end, the work of the OCFA Treasurer should slow down a bit.

Thank you for your support,

Randy Brown

Position: Secretary

Nominee: Roën Janyk

Nominators: Lindsay Willson & Raluca Fratiloiu

Reasons for running and Bio: I have been with OC as a librarian since 2010 and served as the non-instructional faculty representative for a number of years before taking on the role as Secretary last year. I am a member of OCFA's Investment Committee, and I am currently the Chair of the AFP Curriculum Planning and Review Committee (CPRC). I have enjoyed engaging with other faculty across disciplines and on different campuses, and I hope to continue this work as Secretary.



After serving as Secretary for a full year, I look forward to serving another term with some experience behind me.

If you are a local to Kelowna, you may spot me running, sometimes with a golden retriever or two in tow. I also enjoy horseback riding, biking, and good coffee. You may also find me at the Okanagan Regional Library from time to time, promoting all kinds of literacy in their Youth Services department.

2023-2024 Nominees – OCFA Council

Position: Faculty Liaison Representative - Arts

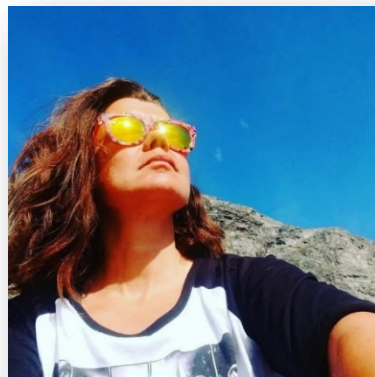
Nominee: Raluca Fratiloiu

Nominators: Tim Walters & Matt Kavanagh

Reasons for Running and Bio: The last year in the Arts Faculty Liaison role has been rewarding and thus I am running again for the same OCFA position. I believe it is important to connect with colleagues and bring our issues forward to Council. It is essential for us to be informed and speak with a united voice.

I came to Canada as an international, graduate student, first to Calgary, with hopes, dreams, and a suitcase full of shoes. I decided to stay and moved to Montreal. This journey inspired my PhD thesis in Communications, at Concordia University, on diasporic identities. Montreal was the best but then I had the opportunity to work full-time as an Assistant Professor in Halifax. The job was great, but the weather was not. One trip experiencing the Big White powder with my husband convinced us to move to the Okanagan. Luckily, I was hired as full-time term faculty in the Department of Communications, where I have been teaching since 2008.

During the pandemic, I lucked out again as I had been approved for extended study leave. I used that time to complete an MSc in Digital Media Design through the University of Edinburgh and made some videogames. Our two young boys approved. I love teaching and course development. Roles I had at OC include Chair of Communications, and over the years, member of the PD, CPRC Arts and CPRC STH committees. For the last year and a half, I have also been on our Bargaining Team.



Position: Faculty Liaison Representative - Business

Nominee: Available for Nominations

Nominators: Requires two nominators

Position: Faculty Liaison Representative - Health

Nominee: Gurpreet Dhatt

Nominators: Andrea Tannahill & Natalie Crang

Reasons for Running and Bio: In July 2023 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. There are three reasons I would like to run again. 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.

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.

Position: Faculty Liaison Representative – Non-Instructional

Nominee: Lindsay Willson

Nominators: Roen Janyk & Eva Gavaris

Reasons for Running and Bio: Hi, I'm Lindsay Willson, I am a librarian at the Kelowna campus. I have worked at the college for 10 years, and I have just finished serving my first year on council. I seek your support to continue working in this capacity, with and for OCFA members who work so hard for us. Our non-instructional group is a small one, with different needs and issues. Hopefully I can be of service.

Position: Faculty Liaison Representative – Science

Nominee: Bruce Campbell

Nominators: Morgan Martin & Kathy Bockhold

Reason for Running and Bio: I would like to continue to serve on Council and represent OCFA members. Since starting work at OUC in May of 2000, I have had the privilege to serve on many committees such as the Kelowna JOHSC and ESL. Most rewarding has been as a member of the OCFA Council since 2014. I believe we need to continue to have a strong and united council to represent all OCFA members.



Position: Faculty Liaison Representative – Technologies**Nominee: Scott Fazackerley**

Nominators: Nadir Ould-Khessal & Jim Nastos

Reason for Running and Bio: I grew up in Kelowna (except for a small time in Oliver) and originally attended OUC for chemistry in the early 90's. Ultimately, I graduated with a diploma of technology in robotics and industrial automation from BCIT. After several years working for Creo Products in Burnaby (which is now part of Kodak), I returned to university and completed my undergraduate degree in computer science from UBC. I also complete both my MSc and PhD at UBCO focusing on issues related to sensor networks and embedded systems in precision agriculture. My MSc research focused on using sensor networks to reduce the volume of water required in agricultural irrigation practices whereas my PhD focused on improving data storage techniques for embedded systems for monitoring in agricultural sensor networks. I just like to measure things and continue to work on projects in this area with UBC and Pacific Agri-foods Research Centre in Summerland.

I am completing my 11th year at OC. I spent my first 4 years as a full-time term faulty between NTEN and ELEN before becoming a continuing member in NTEN and then moving to the ELEN department. After the events of this year at OC, I see even more the importance of having a strong representation for faculty members and especially our term faculty, and I am interested in a number of the issues that the Association is currently working on.

Position: Community Representative - Kelowna**Nominee: Laura Loewen**

Nominators: Alysha Baker & Tara Carpenter

Reasons for Running and Bio: 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 the record under the old system. I am well acquainted with the way the college does business. In my time here I have 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.

Position: Community Representative - Penticton**Nominee: Available for Nominations***Nominators: Requires two nominators*

Position: Community Representative - Salmon Arm**Nominee: Brian May****Nominators:** Bryan White & Terry Kosowick

Reasons for Running and Bio: I have been at Okanagan College for 18 years, based on the Salmon Arm campus for the duration. I am actively involved in local campus activities including scheduling and attending campus meetings. My reason for running is to provide a voice for Salmon Arm faculty at OCFA Council. I don't have a specific agenda, but 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 (and Revelstoke) faculty.



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. I have experience (good and bad) with a wide variety of teaching modes (in-person, online, videoconferencing, hybrid). Outside of work, I spend a lot of my time outdoors running, biking, hiking and cross-country skiing. I recently became the proud "parent" of a springer-doodle puppy who now occupies much of my free time at home.

Position: Community Representative - Vernon**Nominee: Deborah Warren****Nominators:** Art Boehm & Deb Warren

Reasons for Running and Bio: I live in Vernon, and I started teaching computer science in Vernon in 2003. I taught COSC 219 in Vernon last Fall and I will be transferring to a full-time Continuing position in Vernon effective August 1st, 2023.

Position: Community Representative - Vernon**Nominee: Youry Khmelevsky****Nominators:** Raluca Fratiloiu & Morgan Martin

Reasons for Running and Bio: In another life, I was an engineer-researcher 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, I had a postdoc study at Harvard University, was an invited researcher at MIT

and Sorbonne University, worked in industry, and was a senior instructor at the University of South Pacific for 3 years, then at University College Cariboo for 1 year (now TRU). From 2004 to 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 the Computer Science Department, I have served on various committees such as EdCo, REB, ESL, GIA, PD, JOHS, OCP, Internationalization Strategy Committee, as well as numerous selection and hiring committees of both administration and faculty. I was a chair of the Computer Science department from 2015 to 2018 and was re-elected in 2021.

Position: Decolonization, Reconciliation, & Indigenization Representative

Nominee: Available for Nominations

Nominators: Requires two nominators

Position: Human Rights & International Solidarity Representative

Nominee: Terry Bridges

Nominators: Sasha Johnson & Raluca Fratiloiu

Reasons for Running and Bio: I would like to continue the work I have done as HRISC Rep between 2018-2021 and this past year, namely to: represent the OC HRIS committee at OCFA council meetings; represent OC on the FPSE HRISC and report back to OCFA Council on FPSE initiatives; work with Okanagan College faculty, staff, and students and community groups to advance initiatives related to human rights, international solidarity, and diversity/inclusivity on the OC campuses and in the Kelowna community; and help to organize the annual FPSE Speaker's Tour.



I am in my 7th year at OC, where I am a continuing instructor in the Physics & Astronomy Department, and Department Chair. I have previously served as HRISC rep between 2018-2021 and 2022-2023. I am an EDIS Ambassador, and I was on the Wellness and Mental Health Committee in 2021. I am one of a group of people who recently launched a "Breakfast Club" to help feed OC students, and I work closely with the OCSU on other student initiatives. In March 2023, I helped to organize FPSE/HRISC panels on International Student Exploitation and Academic Freedom.

I am a member of the Okanagan branch of the Royal Astronomical Society of Canada, and the Canadian Astronomical Society, where I am on the Education and Public Outreach Committee. I am very interested in astronomy/science outreach and am co-organizer of the citizen science project Canadian Collaborative Occultation Network (tnorecon.net).

Position: Non-Continuing Faculty Representative**Nominee: Available for Nominations***Nominators: Requires two nominators*

Position: Pension Advisory Representative*Nominee: Executive and Council recommending leaving vacant for 2023/24*

Position: Status of Women Representative**Nominee: Eva Gavaris***Nominators: Priscillia Lefebvre & Roen Janyk*

Reasons for Running and Bio: My name is Eva Gavaris, my pronouns are she/her and I am grateful to be a settler on the unceded territory of the Syilx Okanagan Peoples in snpintktn or "[a place to live all year](#)". I have worked at OC for six years as a librarian at the Penticton campus and have been a librarian for ten years, having worked previously at UBCO and in academic book sales. I am passionate about identifying and addressing inequities in the workplace and improving the work lives of women and gender non-conforming folks. I hope to continue working on this through raising awareness, providing education opportunities, and liaising with other council members to advance this equity work. To improve my skills and learn creative new approaches, I plan to attend the Summer Institute for Union Women and take on other training opportunities as they arise. I hope to build stronger relationships across the four campuses and represent the concerns of all women and gender non-conforming folks to our council.

Position: Workplace Health, Safety, & Environment Representative (WHSE)**Nominee: Leonard Youden***Nominators: Amy Cohen & Morgan Martin*

Grievance Committee Positions

Position: Shop Steward - Kelowna**Nominee: Available for Nominations***Nominators: Requires two nominators*

Position: Shop Steward – Penticton**Nominee: Colin Wallace***Nominators: Rod Watkins & Sean Johnston*

Reasons for Running and Bio: With respect to my work on the Education Council, I only had the opportunity to attend 2 meetings, but I have learned a lot so far and am looking to continue to learn more about curricular and educational



policies here at Okanagan College. As for my work on the Grievance Committee, I attended monthly meetings to bring forward, discuss, and vote on any and all grievances brought forth by faculty members in the past year. I reviewed information sent out weekly to stay current with all topics and engaged in ongoing discussions with fellow Grievance Committee members to ensure our members received fair treatment as outlined by the collective agreement.

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.

Position: Shop Steward – Salmon Arm

Nominee: Terry Kosowick

Nominators: Brian May & Bryan White

Reasons for Running and Bio: I want to help ensure that all members of the OCFA working out of the Salmon Arm campus are aware of the OCFA and what their rights are as an Okanagan College employee.

I am a Chartered Professional Accountant (CPA) with a BBA and an MBA. I have taught accounting and business courses at Okanagan College for 16 years. Prior to that I taught at the College of New Caledonia in Prince George for 16 years. Before that, I worked as an accountant in both public practice and in industry.

Position: Shop Steward - Vernon

Nominee: Art Boehm

Nominators: Art Boehm & Deb Warren

Executive Reports

President's Report

Sharon Mansiere



Local Update

Collegial Governance is enshrined in the College and Institutes Act for our College and others. It dictates the structure and role of our Education Council (EdCo) and Board of Governors (Board). Our Collective Agreement references and relies on the adherence to both of those bodies to do their appointed tasks with their fiduciary duties to the institution and faculty and staff groups carefully considered. Faculty and the BCGEU Instructors are Collectively called 'faculty' in the act and have the dominant voice at EdCo. EdCo elections are coming up and we need faculty to engage with those that are putting their names forward, especially in the contested elections to understand how they see their role, what experience they have to bring to that body, and how they understand the obligation of taking over the important processes of the proposed reductions in the BSN program I refer to those reductions as proposed because by the combination of The Act and our Collective Agreement nothing is final until the Board rules it so and it has been wholly inappropriate for it to have been referred to in any other way. The College needs to follow the legislated and bargained processes. Please talk to each of the nominees be sure they understand that what has been proposed to happen to our Nursing program and faculty could be a strategy the college employs more with other departments. I am not fear mongering, this is a reality check. These faculty have been here between 2-16 years. How many of you fit that same profile?

Thanks to the many faculty that have reached out to the union and our nurses. That has been very valuable for all of us.

Provincial Update

The support we are getting from the Federation of Post-Secondary Educators (FPSE) on the proposed reduction of our BSN program is outstanding.

Chief Steward's Report

Rod Watkins

Hello Members,

I would like to start by thanking the campus stewards for their service this year. Starting from the North:

- Terry Kosowick (Salmon Arm)
- Arthur Boehm (Vernon)
- Sean Johnston (Kelowna)
- Colin Wallace (Penticton)

Below is a review of our current grievances. I am pleased to report that we have made significant progress this semester on each of them.

1. FAC13/07: Post-65: The hearing for stage 2 of the post-65 benefits grievance (age discrimination based on Article 9, the challenge to the BC Human Rights Code, and the Charter argument) took place on November 25-29. At that time, the parties agreed to attempt a mediated settlement on December 9. As a result of that mediation, the Association and the employer reached an agreement at the bargaining table to extend full life and AD&D coverage for Association members until the age of 75. On January 16, we reported that successful outcome to the arbitrator and reached further agreement with the employer to attempt to settle the remaining matter of Long-Term Disability (LTD) benefits. We have received quotes on extending LTD benefits from the employer. They are currently being reviewed by our consultants.

2. FAC18/08: Formative Evaluations: Agreement has been reached between the Association and the employer to have myself and Yvonne Moritz, Associate Vice President, begin the work to rewrite the student evaluation survey instrument, its reporting framework, and provide guidelines on the use

of formative evaluations. A working group has been formed to perform this consisting of Yvonne Moritz and Judith Anderson for the employer, myself for the Association, and Alan Rice (BUAD), Joe Hobart (Math), and Leora Dahl (Psychology) representing faculty.



3. FAC21/01: Educational Technology: This grievance argues that the previously seconded positions in Learning and Applied Research (LAR) were performing work that belonged to the Educational Technology Coordinators in our bargaining unit. The grievance was placed in abeyance pending this round of negotiations where a new position was to be created to bring the work performed by the previously seconded employees in LAR into the Association bargaining unit. Instead, agreement has been reached to create an LOU that will define the new position and the associated duties and rights. The LOU will require a mid-contract review to make sure the language aligns with the work being performed. The LOU will expire with the new contract and will specify that the language is to be, at that time, incorporated into the Collective Agreement at the appropriate places. The employer delivered a draft of that LOU on January 23 and the Grievance Committee reviewed it. The LOU did not include the provision to perform a mid-contract review of the terms of the LOU. The employer agreed that was an oversight, has redrafted the LOU to include it, and provided the Association with the revised letter. The Association approved the revised LOU and all that remains is for the parties to sign the LOU.

4. FAC22/03: Distance Education: This grieves the BUAD policy of limiting seniority rights to Distance Education sections courses to three sections. No such limit exists in the Agreement. Rather, there is a maximum registrant limit. The employer accepted the grievance at step 2. The final step is to address wage losses as a result of the policy preventing members from fully exercising their seniority rights to DE work in BUAD.

5. FAC22/04: Improper Summative Evaluation: This grieves the unsatisfactory result a member received on their summative evaluation. The employer has agreed that the existing summative was not adequate since it did not connect the failure to use certain teaching methods to the assertion that our member's performance "needs improvement". At step 2, the employer also agreed that the unsatisfactory the member received in the "Shows Students Respect" category was unwarranted. As such, the employer revised the summative evaluation report. The employer also (initially) offered work to the member—despite the clause disallowing them from doing so as they have reached 8 TLUs but are not eligible for ROA because of the "Needs Improvement" summative--to avoid our complaint that they were effectively dismissed without an opportunity to correct their performance (violating progressive discipline as defined in Article 35). The member was not able to accept that work this academic year because they had already made full-time commitments at other institutions, so the employer agreed to extend that offer to the next academic year. We recently received the revised summative report and the corrections seem suitable. The employer, however, has rescinded the offer to guarantee two sections and now wishes to only allow the member to apply for any available work in the next academic year. Despite initially objecting, the Association has accepted this new remedy in consultation with the member. The Grievance

Committee will consider withdrawing the grievance as resolved at our April 27 meeting.

6. FAC22/05: Parking: The parking grievance arbitration is underway. This grieves the new parking policy and permit system for failing to provide "designated" parking space for employee vehicles and, in Kelowna, for failing to provide said space "free of charge". The Association and the employer have agreed upon Ken Saunders as the arbitrator. The grievance was reviewed and approved by FPSE's GARC committee on September 19. Andrea Wong (FPSE staff representative) had a case management meeting with arbitrator Saunders and employer's counsel in September where the parties agreed that the arbitration was to be conducted with written submissions. Based on those submissions, the arbitrator will decide if he has enough to decide the case or if he would like us to have hearings or enter mediation. All submissions were delivered to the arbitrator in December. We are awaiting his decision.

7. FAC22/06: Unwarranted Discipline: A member received a letter of censure for an incident involving a parking ticket. In both the meeting to discuss the incident with the Dean and in the official letter of censure reference was made to a similar incident that occurred in Dec 2018, but that resulted in no discipline or letter of expectation. The grievance contends that reference to that earlier incident prejudiced the employer actions in censuring our member. The grievance was moved to step 2. In the employer's step 2 response, they have offered to remove the letter of censure and replace it with a letter of expectation. The proposed remedy was approved by the Grievance Committee in consultation with the member and the grievance has been withdrawn as resolved.

8. FAC22/07: Improper Workload: In Fall 2022, two sections and their associated labs of related, but disparate, courses were

combined and taught simultaneously. The employer only allotted workload credit for one section (one lab), thereby violating our language of how workload is measured. The grievance was moved to step 2. In the employer's step two response, they accepted the grievance, but declined to offer any workload credit for the additional section taught. After consultation with the members about any additional work required by this violation, the Grievance Committee agreed to the remedy and approved withdrawal of the grievance as resolved.

9. FAC23/01: Removal of Bargaining Unit

Work: Last Fall, the Counselling department brought to the attention of the Association the creation of two positions in Student Services: a Student Support Coordinator and a Well-Being Coordinator. Neither position was staffed by OCFA members., yet after investigation there was ample evidence to believe the employees in those positions were performing OCFA Counselling duties as defined in Article 18. The Association subsequently learned of a position in Penticton in the Success Center called a Learning Strategist that again was not staffed by OCFA members but appeared to be performing OCFA Counsellor duties. FAC23/01 was filed grieving the removal of this work from the bargaining unit. We are currently awaiting a meeting date for a Step 1 meeting with the employer to discuss the grievance.

Other Matters

Micro-credentials: The Grievance Committee is actively monitoring Kuali for new micro-credential programs that, if taught by non-OCFA members, may constitute removal of bargaining unit work. To date, we have no evidence of any micro-credentials approved by Education Council that may constitute such a violation. We will continue to monitor Kuali for any such violations.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

OCFA Negotiations Committee Report

Alan Rice

Dear OCFA Members,



A bargaining update was circulated by email. Please contact me or a member of the bargaining team with any questions.

Alan Rice
OCFA 2nd VP, Negotiations Chair

Treasurer's Report

Randy Brown



Please feel free to email or phone me if you have any questions, concerns, or comments about the reports presented at the Winter or Annual General Meetings.

rbrown@okanagan.bc.ca
250-763-5445 x4373

Secretary's Report

Roën Janyk



Please join your friends and colleagues for an evening to socialize and elect our 2023/24 Council at our AGM on April 28. Council meetings take place one Friday per month, usually 2-5 pm, in-person in Kelowna and online during Winter months. Zoom attendance is also available.

It was a year of learning as I came into the role of Secretary after a year of parental leave, I have enjoyed my first year serving as OCFA Secretary. The learning curve seems to be levelling off and I have experienced the intricacies of the position. If re-elected, I will be working to get the independent OCFA website fully operational and actively updated in the upcoming academic year.

Our Executive had a productive year, we accomplished getting our vital records moved to a secure storage location, completing items from our action list, and we continue to navigate through the fallout of the cyberattack.

As Secretary I have scheduled all Council, Executive, and General Meetings. I have taken minutes and shared agendas. I have worked with the two co-editors of The Update, and we worked to publish three issues of the Update. I have also worked on drafting the updated Scholarship Policy, and an updated policy for submissions to The Update.

Other activities I have been working on since my last communication include attending Executive, Council, and General Meetings, preparing agendas and taking minutes, updating the OCFA website and reviewing the external OCFA website for updates, and preparing the Spring edition of the Update.

I hope you have a restful summer.

Respectfully submitted,

Roën Janyk
OCFA Secretary

Council Representative & Committee Reports

Faculty Liaison Representative – Arts Report

Raluca Fratiloiu

As part of the role of Arts Liaison, I continued to draft summaries of Council meetings and forwarded them to Arts chairs for distribution to all colleagues. Roën continued to review them which ensured the messaging and intent are the same as in the minutes. The feedback from colleagues on these summaries continues to be positive. In response to them, I sometimes get questions about points raised, and more importantly, points not yet raised and covered in these summaries. So, the summaries seem to be a good way to communicate basic info on the topics we cover in our meetings and, also elicit new agenda items. Additionally, I worked with colleagues on motions of support regarding the earthquake in Turkey/Syria and the one-year anniversary of Russia's invasion of Ukraine. I also connected with colleagues on reviewing The Update. The editor and reviewers' team have also been working on a draft policy on corrections, retractions, and post-publication updates. Throughout this year I answered various questions from colleagues via email on a range of issues from parking, expenses, or benefits. I also reiterated points from bargaining reports in informal conversations with colleagues.

Submitted by Raluca Fratiloiu

Faculty Liaison Representative – Health Report

Gurpreet Dhatt

The BSN program is being consolidated with the UBCO program at the end of this semester and this is impacting our faculty.

Submitted by Gurpreet Dhatt

Faculty Liaison – Non-Instructional Report

Lindsay Willson

I attended all OCFA council meetings on-line and in-person and brought concerns from faculty to council. I also assisted with reviewing the Update in conjunction with the Faculty Liaison – Arts before publication.

Submitted by Lindsay Willson

FPSE Climate Action Standing Committee Report

Rosalind Warner, Committee Representative for OC (Local 9) & Chair of CASC

Meetings Attended/Upcoming

- February 27th, 2023 – I acted as a Panelist for IDS's Sustainability Industry Night (UBCO Engineering)
- March 3-4th, 2023 - CASC Formal Meeting, Vancouver - The main items for discussion in our formal meeting were plans for the survey (see below), Speaker Series (twice per year), and a possible workshop for the AGM (may revisit later). CASC may work to send reps to a conference on climate curriculum so they can share back with us the most up to date pedagogical principles and practices.
- March 6-10, 2023 was SDG Week – I participated in a well-attended panel on Innovations in Teaching the SDGs. You can find the [recording here](#). [This panel](#) also focused on [Kelowna's Voluntary Local Review](#), so may be of interest.
- April 16th, 2023 – CASC Informal meeting Agenda in prep – any items from our Local?

Around the Locals

- TRU offers \$5,000 research grants for students and faculty on sustainability topics.
- Douglas College is starting a new certificate program on Leadership in Environment and Sustainability
- Camosun College library has a Lib-Guide on climate solutions
- North Island College has a carbon reduction target in their Strategic Plan that goes to 2050
- Emily Carr University has just developed a Climate and Sustainability Action Plan to 2025

FPSE Climate Action Steering Committee Climate Change Survey

Deadline extended – please submit your survey before April 21st, 2023

- As our local's representative on the FPSE Climate Action Steering Committee (CASC), please complete the Climate Curriculum survey at the following link: <https://forms.office.com/r/Dx2i0SNqyI>. The purpose of the survey is to discover if faculty at FPSE institutions think it's important to discuss climate change with their students, the degree to which they are already doing that, what needs to be done to assist them, and what the institution is doing to facilitate more climate curriculum. The survey is anonymous, and short (about 10 minutes).

Upcoming Community Events

Climate Resilient Kelowna Strategy

- Through Okanagan Climate Hub, I am sitting on the newly-formed City of Kelowna Climate Resilient Kelowna Strategy Working Group. We have now had our third meeting, focused on adaptation to climate change in Kelowna. Next meeting will tackle mitigation efforts. OCH and Kelowna Climate Coalition will be lobbying for a Declaration of Climate Emergency. See below for how to get involved or contact me for details. Blurb below.
 - Climate & Environment is one of the six Council Priorities for 2023-26(External link). The City of Kelowna is developing a Climate Resilient Kelowna Strategy to guide how our community can reduce greenhouse gas (GHG) emissions that causes

climate change and prepare for and adapt to the changes we are expecting.
<https://getinvolved.kelowna.ca/climatestrategy> for details (survey, online Open House, and focus group for Equity-Seeking groups)

Earth Day

- [Earth Day Celebration of Trees + Scavenger hunt](#): Earth Day Celebration of Trees + Scavenger Hunt Tickets, Sat, 22 Apr 2023 at 1:00 PM | Eventbrite
- Ditch the Car for Earth Week! See attached poster.
- UBC integrated Transportation Laboratory is hosting a Travel Survey Workshop on May 31st from 8:30 - 2pm at UBCO (both breakfast and lunch are provided). The event is part of Environment and Climate Change Canada-funded research project. [Visit UiTR | Travel Survey Workshop \(ubc.ca\) to register.](#)

Ongoing

- I was Elected Chair of CASC at our March meeting, as part of that role I am part of the Provincial Table for the Climate Emergency Campaign – see below for some ways to engage.
- Submitted [CASC's annual report for the AGM](#)
- Part of UBCO's CAP-E Monthly Meeting – there is a project in development to help student reuse/recycle items during April Move-out. [Volunteers needed – share with your students.](#)

Standing Requests

- Your representative recommends that OC join [SDSN Canada](#) and be part of a global movement to advance the SDGs through education, youth programs and a major Canadian conference, Together/Ensemble.
- As well, the College should consider deepening its engagement with [CICAN's Impact – Climate project.](#)

Take Action

There are a wide range of civil society campaigns in play right now, on anything from fossil fuel non-proliferation treaty to just transitions. Many organizations are working to consolidate these calls, but individual members are welcome to write their own letters or join specific campaigns (a small sample below):

- [David Suzuki campaigns](#)
- [Coast Protectors](#)
- Sign the Wet'suwet'en Declaration
- Sustainable Development Solutions Network has started a new community of practice for teaching the SDGs contact Ramota Morenike Ojorongbe to sign up for the Teams Group rmojurongbe@uwaterloo.ca
- Tamarack Institute continues with the [SDG Localization Community of Practice](#) which is meeting regularly – one of the key areas is academic partnerships for the SDGs

- FYI - I keep an updated Posterboard of Okanagan and regional and national climate and sustainability [events and programs on Bubluup](#).
- Okanagan Climate Hub has a [Take Action page](#) which includes Odd Jobs and campaign-specific actions that local members can take on climate issues, share with students who are looking for volunteer opps locally.
- You can also sign up to WE-CAN newsletter here (West Coast Climate Action Network – FPSE Climate Committee is a member)

Submitted by Rosalind Warner

Human Rights & International Solidarity Committee Report

Terry Bridges

Here is a summary of my work as HRISC Chair this year:

- I attended every council meeting.
- I sponsored, co-sponsored, or spoke to the following motions at Council:
 - Nov 2022: That the OCFA donate \$4000 to the OC student foodbanks on all four campuses.
 - Nov 2022: That the OCFA donate \$1000 to support workshops in the winter semester by Spring Hawes which provided awareness of and education about ableism in post-secondary institutions.
 - Mar 2023: That the OCFA donate \$1000 to United Way BC to support displaced Ukrainians who have arrived in BC, and \$1000 to the Canadian Red Cross to support relief efforts for people in Turkey and Syria affected by the earthquakes in Feb 2022.
- I attended both FPSE HRISC meetings, and reported back to OCFA Council. Here are some highlights from our work this past year:
 - HRISC continues to develop and maintain the Human Rights and International Solidarity Resource Database, developed at VIU: <http://www.viufa.ca/resource-database/>
 - We are working on including human rights language in the FPSE constitution and website.
 - We are attempting to raise the percentage of the FPSE budget going into the International Solidarity Fund from the current 1.25%.
 - In Mar 2023, we had two panel discussions for the annual FPSE/HRISC Speaker's Tour, one on The Exploitation of International Students, and one on Academic Freedom. The International Student event was livestreamed on the Kelowna campus.

- I am working with other OC staff and the community on the following:
 - In Nov 2022, with the Okanagan Amnesty International group, we did a Write for Rights event in Kelowna.
 - I am part of a group that has started a “Breakfast Club” on the Kelowna campus in Mar 2023, where we bring donated food for students one morning a week. We are making connections with local businesses and food banks, and we hope to expand this program in the coming year.
 - Supporting the local Iranian community as they meet to protest the human rights abuses and killings in Iran.
- I maintain a good relationship with the OCSU, encouraging them to present to Council in Nov 2022, and working with them on the FPSE International Students event in Kelowna.
- HRISC wants to continue to support human rights/social justice events and projects at OC and in the local community. Please don’t hesitate to get in touch with Terry!

In solidarity,

Terry Bridges, HRISC Chair

Status of Women Representative Report

Eva Gavaris

Okanagan College Faculty Association (Local 09)

Fall 2022 Activities

We ran a poster campaign for the 16 Days of Activism Against Gender-Based Violence. We contributed an honorarium to support a zoom webinar with researcher Joanna Gye on the topic of shame and concealment of women’s menstruation. Thanks to Norah Bowman for bringing forward this opportunity to support a speaker.

FPSE Women & Gender Equity Committee activities

I attended the FPSE Women and Gender Equity Committee meeting in person in Vancouver at the beginning of November and our committee created a workplan. I also attended a virtual FPSE WGEC meeting on January 31. I was unable to attend the virtual FPSE meeting on Saturday, February 11. Thank you to Sharon Mansiere who attended as the FPSE executive liaison and was also able to represent OCFA.

We have four transgender pride flags purchased from FPSE – I put forward a request to college relations to ask that each campus raises a flag on International Transgender Day of Visibility (March 31, 2023). They declined to raise the flags since the EDISJ committee was not meeting until sometime in April. We put one up as a banner on the Penticton campus in the COE building and on the Kelowna campus in the library. Thank you to Michelle Ward for acting with little notice to display the flag along with a poster.

Name change from Status of Women Rep to Women & Gender Equity Rep?

Since the FPSE committee changed its name from the Status of Women Committee (SWC) to the Women & Gender Equity Committee (WGEC), at the upcoming OCFA 2023 AGM I will bring forward

a motion to change the name of this position on council from Status of Women Representative to Women & Gender Equity Representative. I hope that you can all vote in favour this change that shows support for all gender non-conforming folks.

Submitted by Eva Gavaris

Workplace Health, Safety, & Environment Representative Report

Howard Hisdal

Over the 2022-2023 academic year I have accomplished the following as your OCFA Health and Safety Rep:

- Removed the white OC van that was parking in the laneway between the E and the B buildings for some 20 years. This had to be done twice and the service vehicle parking area near the Security building still needs to be repainted.
- Inspected the parking lots and got a Speed Dip sign put by the B building.
- Had lighting added to the bicycle shed.
- Worked with facilities to repair the stairs and railings by the B building.
- Got a projector remote put into classroom HS 101.
- Attended all but two monthly JOSH Committee meetings.
- Attended the OCFA Council Meetings.

I have failed in that I did not go the FPSE health and safety meeting in Vancouver before Christmas and I also did not give enough notice of this. I was negligent and too busy focusing on the local level. That is why I am not running again as the OCFA Health and Safety Rep. This position needs a person willing to travel and discuss policy on a provincial level. I can accomplish local KLO Campus improvements through Facilities Work Requests and the connections I have made while on the JOSH committee. Over the past year I have managed to help improve safety on the KLO Campus and that gives me some satisfaction. Thank-you.

Submitted by Howard Hisdal

Association Council & Shop Stewards 2022-23

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	Roën Janyk	250-862-0830	rjanyk@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	Lindsay Willson	4624	lwillson@okanagan.bc.ca
Faculty Liaison - Science	Bruce Campbell	4784	bcampbell@okanagan.bc.ca
Faculty Liaison - Technology	Scott Fazackerley	4376	sfazackerley@okanagan.bc.ca
Community Representative - Kelowna	Laura Loewen	4776	lloewen@okanagan.bc.ca
Community Representative - Penticton	Jeremy Beaulne	3225	jbeaulne@okanagan.bc.ca
Community Representative - Salmon Arm	Brian May	8212	bmay@okanagan.bc.ca
Community Representative - Vernon	Youry Khmelevsky	4741	ykhmelevsky@okanagan.bc.ca
Decolonization, Reconciliation, & Indigenization Representative	Laura Hockman	2346	lhockman@okanagan.bc.ca
Human Rights & International Solidarity Representative	Terry Bridges	8251	tbridges@okanagan.bc.ca
Non-Continuing 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	Howard Hisdal	4768	hhisdal@okanagan.bc.ca

Shop Stewards:

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	ilanaway@okanagan.bc.ca
Vernon Campus Steward	Art Boehm	2243	aboehm@okanagan.bc.ca