

# The OCFA Update

*Okanagan College Faculty Association Newsletter*

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st, 4:00 to

7:00 p.m. at Infusions,  
 Salmon Arm: Wednesday, October 6<sup>th</sup>,  
 5:00 to 8:00 p.m. at Setters Pub,  
 Penticton: Wednesday, October 20<sup>th</sup>,  
 5:00 to 8:00 p.m. at Kettle Valley Station Pub,  
 Vernon: Friday, October 22<sup>nd</sup>, 3:00 to  
 6:00 p.m. at Alexander's.

The \_\_\_\_\_ is now distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage at

<http://www.okanagan.bc.ca/administration/ocfa/update.html>

OCFA Executive meetings are generally held once every two weeks. If you would like to bring forward a motion, please bring it to the meeting. For more information, please contact the Executive Director at 4-1-22 T-1.221 or email [forwarf7ET@okanagan.bc.ca](mailto:forwarf7ET@okanagan.bc.ca). The preferred format is Word.

**Letter(s) to the Editor**

The \_\_\_\_\_ welcomes letters to the editor. I encourage you to write either in response to what you read in the newsletter or about other Faculty Association matters. Letters to the \_\_\_\_\_ do not represent the opinions of the editor nor the OCFA Executive or Council. Please send letters as e-mail to the new editor Richard Christie at [richchristie@okanagan.bc.ca](mailto:richchristie@okanagan.bc.ca). The preferred format is Word.

This being my first \_\_\_\_\_ this time around on the Executive I wish to thank everyone for their submissions - Richard Christie,



## President's Report

Hi folks,

As part of a broader push to improve our regular communication with members, the OCFA Council has decided to resurrect \_\_\_\_\_, a newsletter about OCFA affairs. To that end, here are some of the things I have been working on over the past year with council, and some that will be occupying our time in the coming months:

- As ever, October is OCFA social season, wherein you get to share great food and drinks with campus colleagues new and old. You'll also be able to meet your hardworking council regional and portfolio representatives, campus stewards, and get the latest updates from the bargaining table. Food, drinks, and taxi coupons are on us.
- Dates and locations are now confirmed as follows:
  - Kelowna: Friday October 1st, 4pm-7pm, Infusions
  - Salmon Arm: Wednesday October 6th, 5pm-8pm, Setters Pub
  - Penticton: Wednesday October 20th, 5-8pm, Kettle Valley Station Pub
  - Vernon: Friday October 22nd, 3-6pm, Alexander's
- OCFA organized the first of what I hope will be a regular series of all-chair meetings. This happened in Kelowna over the summer, and was motivated by a sense that department chairs face unique pressures from OC management who have begun acting in concert with one another across academic portfolios to create unified policies. We will be having another session this term, at which time we are hoping to work with chairs to create a master contact list of all members to enable us to maintain contact with everyone in the event of a strike or lockout.
- I began having regular informal meetings with Jim Hamilton to address situations which we have no luck sorting out with other members of the OC management team. This began with the college's attempt to restrict the use of vacation days to the summer and Xmas breaks, a policy which has since been revoked. I remain optimistic that many of our policy disagreements can be resolved this way, and that we can avoid time-consuming grievances.
- We spent about a week in full day meetings with HR and other managers to work together to create a more sensible conversion process. While we did not come up with an alternative that we could all agree to, it did provide us with a good platform for negotiations, where we have spent many more days working to improve our regularization language.
- We have been trying to integrate FPSE and OCFA in ways that will help us better serve our members and take advantage of what FPSE has to offer our association. As well as attending regular President's Council meetings at the coast, I also travelled to the AGM in May at Harrison Hot Springs along with several of my colleagues from council, many of



## 1st Vice-President's Report

### **Collective Agreement Review Committee (CARC) Report**

Submitted by Sharon Josephson (Communications), Chief Steward  
Contact: Kelowna E320; ext. 4294; cell 250-718-6387

#### **Get to know your campus steward:**

Penticton: Kaya Forest (Chemistry), ext. 3222  
Kelowna: Norah Bowman-Broz (English), ext. 4584  
Vernon: Steve Doyle (Geography), ext. 8235  
Salmon Arm: Rod Watkins (Philosophy), ext. 8215

Your stewards are your first point of contact if you have any questions or concerns about the collective agreement, generally, or about your working conditions, specifically. We're here to ensure the College acts according to the agreement and to help resolve any disagreements that may arise between you and the College.

#### **Get to know your collective agreement:**

While our collective agreement is expired, we continue to follow it until a new agreement is reached through bargaining. If you've not done so already, please spend some time orienting yourself to the agreement and to the practices and policies laid out within it. Some commonly referenced sections include:

16TLUs, or if you're a term member wondering how you might become a permanent employee.

: if you have questions about your service obligations.

have concerns about how much work you're expected to do. Lots.

: if you are being summatively evaluated this semester. And Chairs, please remember that the College has agreed that Chairs may "respectfully decline" to provide information about their colleagues in the summative evaluation process.

: if you're a new department Chair.

: if you have been newly hired, please check to ensure you have been placed correctly on the salary grid.

If you have any questions, please give us a call.

## 2nd Vice-President's Report

### **Negotiation Committee membership (2010-11):**

Francie Greenslade (English), 2<sup>nd</sup> Vice President of OCFA, Chair of the Negotiations Committee (Local 3221 and Office PL 112 ) from Penticton,  
Peter Muray (Physics and Astronomy), Table Spokesperson (Local 4268 and Office C 277) from Kelowna,  
Nolan Fretz (Network Engineering Technology), (Local 4497 and Office C 330B) in Kelowna,  
Michelle Nicholson (Business), Treasurer of OCFA, (Local 4608 and Office C 132) from Kelowna,  
and Tim Walters (English), President of OCFA, (Local 8251 and Office SA 116) from Salmon Arm.

### **Contract Negotiation Report:**

Negotiations began in May with a week of Common Table bargaining , where PSEA, the body that represents College employers in BC, reiterated the net zero mandate, clarifying that net zero refers not only to compensation, but to any costs in the collective agreement. The government's position is that any improvements in the collective agreement must be traded off with cost savings found elsewhere in the agreement. This mandate has hampered meaningful discussion on many issues. FPSE locals have continued to push for more profound dialogue on our issues.

Local bargaining with Okanagan College began in June. We were met with the same net zero opening, with an additional condition on the mandate voiced later: that our collective agreement can set no new standards in the sector. The College presented their thick proposal package as a "wish list." Its over-riding themes are of more management control and "flexibility," a term which seems to translate into various proposals that would erode our job security.

We spent considerable time discussing conversion and term faculty issues in June and August, without reaching agreement. The College is conducting costing research with a view to solidifying proposals on the issues. In September, discussion centred primarily on the processes regarding professional development. We have some agreement on these items.

Common table bargaining is set to resume with two weeks scheduled in October.

## Treasurer's Report

All revenues and expenditures within budget except for the investment interest account. We budgeted for approximately \$2,000 in interest for the year but some of our investments paid \$4,032 interest into our investment cash account in July. So investment interest income is nicely over budget for the year so far.

Total membership dues as of Sept 21, 2010 are \$181,047 plus interest income \$4,087 = \$185,134 total income. Less expenditures of \$179,796 = Net operating income of \$5,338 plus market gain \$16,439 = Net Income of \$21,778

The investment account balance on August 31<sup>st</sup> was \$811,744. (this includes the market gain of \$16,439)

Our share of the PD Fund contribution is \$14,687.70 we will pay this to OC in October. The PD Fund contribution is based on .1% of step 1 = \$84.90 x 173 continuing faculty members = \$14,687.70. The College will contribute .6% of step 1 = \$509.38 \* 173 for a total of \$88,122.74.

Total available cash as of Sept 21<sup>st</sup> is \$15,276. The investment cash account has been drawn down to cover the operating loss last year. We have not needed to sell any investments to cover the operating expenses in excess of revenues.

Investments will be maturing on Nov 19<sup>th</sup> for \$83,860 and on Dec 2<sup>nd</sup> for \$72,438. A cash flow projection report will be prepared for Council and used to determine the amount of cash to be retained in the cash account and the amount to be reinvested. Members are welcome to inspect the association's books at any time. Just contact Michelle Nicholson, Secretary/Treasurer to set up an appointment.