The Update

Issue 1, 2022-2023
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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 reJT[oo)-0.clD(o)-0.6(t)2.1(r) (t) 11.04 72 234.6i3-.312.9(o20.5(m5)12.98-4(e(m5)12
or Council.

Please send submissions to *The Update* editor Roën Janyk, rjanyk@okanagan.bc.ca

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

_____or via intercampus mail, office L101A.

THANK YOU

A special thanks to Lindsay Willson and Raluca Fratiloiu for their work reviewing *The Update*.

COUNCIL & EXECUTIVE MEETINGS

OCFA Executive meetings are held once every two weeks. OCFA Council meetings are generally held once per month. If you would like to

Notices and Upcoming Events

Recap of the OCFA Fall General Meeting

November 4, 2022 at the Coast Capri Hotel

Thank you to all members who came out in-

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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:

- **December 13 (virtual, 12-3 pm**

accrual, you retain your right of accrual, but must be informed of what is required to attain a "Satisfactory" (Article 14.1.6.2). Right of accrual is not retained if you receive an "Unsatisfactory" (Article 14.1.6.1). It is also a requirement to convert from a term position to a continuing position that your most recent evaluation is "Satisfactory".

For probationary continuing employees, one's employment status also depends on your summative evaluation outcome. Failure to receive a "Satisfactory" can be used to dismiss employees during their probationary period. Article 16.2 also allows the probationary period to be extended up to twelve months to allow instructors time to raise their summative evaluation to a "Satisfactory".

It is safe to say that your employment at the College depends on a successful summative evaluation.

What You Can Do

3. Grieve the process: Should a summative evaluation not meet the conditions in the Collective Agreement, or you think your evaluation was conducted in an arbitrary or discriminatory manner or in bad faith, let us know immediately. The College has wide discretion when it comes to performing summative evaluations, but they must still exercise those rights in a reasonable manner. If they fail to do so, we have the right to grieve the process.

On a final note, we would encourage any faculty member who receives a "Needs Improvement" or an "Unsatisfactory" to contact us right away. We need to know when members are not receiving "Satisfactory" outcomes for two reasons. First, to assure that that outcome was the result of a correctly and fairly implemented evaluation process; otherwise, a grievance may be filed. Second, it is the only way your union can help. If we are not aware of members who have not received "Satisfactory" on their evaluation, we cannot assist you in resolving that. This matters since if we find out too late, you may have already lost your employment. So please, let us know and we will help

You May Be a College Professor!

By Howard Hisdal, CD, MA

Just who are you? If you are a librarian, counsellor, Ed Tech coordinator, or Distance Ed tutor you are probably certain of your job title. College professors at Okanagan College tend to be confused; are they professors or instructors? In most of the rest of British Columbia and in much of Canada, people who teach first- and second-year academic subjects, unless they are teaching at universities, are called formally titled *instructors*.

In 2006, the Collective Agreement (CA) between OCFA and Okanagan College designated the academic faculty *college professors*. I was there when it was announced during the briefing on the CA, and I asked about it. It is still in our current CA under Article 12 – Definitions of Employee Classifications. Here it is:

12.2.1 College Professor

Yes, if you are choosing between two academic colleges and one has professors and the other instructors, the one with professors sounds more attractive. We do need the students.
What if you feel unworthy? What if you think only university professors should be called professors? You teach the same academic subjects as university professors. You are worthy of the job title *college professor*. I think to some extent the community colleges have been colonized by the universities and the term *college instructor* when used for academic faculty is a way to impose a permanent second-

Area Representative – Kelowna

Hello. My name is **Laura Loewen**. Started at OUC in January of 1995. Currently dividing my time between Kelowna and Penticton campuses. Both the OUCFA and the OCFA helped me enormously in my plight as a term employee, so I felt it was time to contribute my time and energy. I have 2 adult daughters and 3 adorable, beautiful, kind, energetic, genius level granddaughters (not that I'm biased or anything). Hobbies include hanging out with my grands, reading novels, and engaging in experimental cooking.

Area Representative – Penticton

Jeremy Beaulne teaches composition, literature, film, and acting. Although he is based in Penticton, he also teaches on the Kelowna campus. In his spare time, he is the artistic director of the Red Dot Players, Okanagan College's community theatre company (www.reddotplayers.com). He has directed several productions for the Red Dot Players, including two plays he wrote himself. Having been laid off from another institution, Jeremy knows how important it is to have a strong, proactive union. He is proud to serve on council as the Penticton Area Representative.

Area Representative – Vernon

My name is **Youry Khmelevsky**. In another life, I was an engineer-

Museum, Central Okanagan Sports Hall of Fame, Okanagan Military Museum, and the Okanagan Wine and Orchard Museum and the Laurel Building. I am also the president of the board of directors of the Okanagan Military Museum. This involves things like the Field of Crosses. It keeps me busy.

I live on an acreage on the Belgo Bench overlooking Kelowna inside the city limits with my wife and two daughters. Most of the land, nine acres, I have leased out for a vineyard that is growing pinot noir, pinot gris, and gamay wine grapes. I tried to farm it myself, but it was too much work while also being a professor. The land I am left with around my house is enough to keep me busy with yard work. I like living in the Okanagan and I love being a professor.

Status of Women Representative

My name is **Eva Gavaris**, and I am your Status of Women representative on the OCFA council. I am a librarian at the Penticton campus, I have been working at OC for six years and this is the first position I have held on any union council. I believe in equity and justice and would like to further promote that through our activities. In my free time, I like hiking and skiing, eating good food and baking yummy treats.

President

My name is **Sharon Mansiere**. This is my fourth year as President of the Faculty Association and 27th year in the union. One third of that time, 9 years, I did not have continuing work so was laid off each year and remember the stress of those times. I am a biologist that used to have time to work on vocalizations of rare and endangered seabirds and still run a bird banding station, but most times these days I am in meetings or calls.

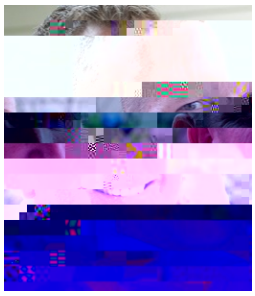
I stepped forward to this role to look at making the processes of the unions open, accountable, and stable and I hope you are all seeing our progress in these areas.

Developing clarity and transparency has been principally focussed in two areas initially: Budgeting and Policies. We have new processes in budgeting where members approve funds, and the executive and council are no longer approving the $3000 possible to be approved by executive or $6000 possible by council for emergency expenditures. We are truly treating those as emergency measures and have adjusted budget lines to accomplish appropriate spending and this this is presented and voted on at the general meeting. We also have been developing policy documents that are resources that describe and define our

difficult to access. I am working with others on history and history of bargaining documents to help inform our understandings of how things are as they are for future council of the Association. Through some of these initiatives we now have the best access to information for our union for a number of years and have the college paying for an extra 1 TLU release that we had been owed for some time and even have had over $30,000 reimbursed. These are team successes by your union but these details matter.

I know these last two paragraphs are not as much a biography as outlining how we are working as your union, but as President, I feel it is helpful for you to know about both from me.

2nd Vice President, Negotiations Chair



Alan Rice has been involved with OCFA since 2010. He has served as the Term Faculty Representative, Business Liaison, Kelowna Campus Steward on the Grievance Committee, and currently serves as 2nd Vice President and Negotiations Chair.
Alan has also been active provincially with FPSE. He served as the OCFA representative on the Non-Regular Faculty Committee, the Professional and Scholarly Development Committee, and he is currently Chair of the Education Policy Committee.
Alan is a member of the Business Faculty at Okanagan College and specializes in marketing and tourism. Prior to joining OC, Alan was the Owner and Principle of Kettle Valley Research, a boutique research firm in the Okanagan. Alan enjoys photography and plays guitar in his spare time.

OCFA Treasurer

My name is **Randy Brown**. I have been a union supporter from the time I started working, even though I was rarely in a Union myself. When I was hired by the College, I paid close attention to what the OCFA was doing for our members, and then when an opportunity arose, I joined the OCFA Council in order to work on helping our members.
Before teaching at the College I worked in industry as an Electrical Engineer. In my spare time I like to golf, ski, snowshoe, and hike. Feel free to come and talk to me anytime about the OCFA's finances, or our pension plan and retirement. I am getting close to retirement myself.

OCFA Secretary

My name is **Roën Janyk** and I have been with the College as a librarian for 12 years. I have been involved with OCFA in a variety of capacities including as the non-instructional faculty representative, a member of the investment subcommittee, and in my current role as Secretary. My time away from OC is usually spent being active, running with my dogs and kids in tow, or horseback riding. I love nothing more than a good cup of coffee and something freshly baked to go with it. From time to time, you might also find me at your regional public library, promoting literacy in the Youth Services department.

Reports

President's Report

Sharon Mansiere

Local

This summer is the first since COVID entered our lives where most of the union executives have been able to take booked holiday blocks. My own holiday plan was derailed by being interrupted by having to take care of a family member for several weeks after an accident but luckily as they say, time heals, and that is important for all of us to remember when in the midst of such difficulties.

The work levels for many of us in our fully "reintegrated" world seem higher than what we left in early 2020. This fully integrated Fall General Meeting (FGM) was certainly a new experience for us all.

At the FGM you heard about important steps we are taking in our Post-65 and Parking Grievance. Post-65 if we succeed could solve the current drop in benefit coverage that impacts our members that reach 65 and continue to work in their positions. This is a very large and complicated legal case that has the potential to drastically change not our our workplace's benefits but could cause ripples in Canadian employment across the country. The parking grievance for many is a very personally felt grievance due to the daily impacts particularly for those in Kelowna. It seems to signal our employer's lack of appreciation of faculty too. As a union we need to work to ensure that our union members are appreciated and feel appreciated. We have some work to do on this front to remind the College of the importance of our central role. Our students are feeling this same chill and lack of appreciation from our senior administration and our relationship with the student's unions is still strong and we have continued to work to support them in some of the encroachments that the administration has taken against them as well. At the FGM you received updates on bargaining news from our province, our sector, as well as where we are in our own union's progress to bargaining.

OCFA Negotiations Committee Report

Alan Rice

Dear OCFA Members,

The Negotiations Committee consists of six members: Alan Rice, OCFA 2nd VP, Chair; Sharon Mansiere, OCFA President, Ex Officio; Rod Watkins, OCFA 1st VP; Randy Brown, OCFA member, Bob Groves, Past Negotiations Chair; Raluca Fratiloiu, OCFA Faculty Liaison – Arts.

Our Negotiations Committee continues to meet weekly. We have finalized our proposal package and have sent it to FPSE for comment. The proposal strongly reflects the bargaining themes and priorities from our bargaining survey and consultations with our members.

We are close to an agreement on a bargaining protocol and have requested bargaining dates from the employer. We hope to hear shortly about available dates in late November through February.

Our Job Action Preparedness Committee (JAPC) continues to meet and discuss work required for member engagement and preparation for any job action that may be required. Our thinking is that the best way to avoid job action is to be very well prepared for it!

Sincerely

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 Fall General Meeting.

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

FPSE Ad hoc Climatic Emergency Report

Rosalind Warner

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

BRIEF REPORT TO OFCA MEMBERS

- Many local groups were engaged with advocating for climate champions in the local municipal elections, some chose to form third party status to be able to make endorsements, the outcome in Kelowna was a bit disappointing.
- Okanagan College has made amazing contributions through green building and infrastructure. To deepen its commitment to climate action and decarbonization, more could be done on curriculum, policy, advocacy, community engagement, and educational and applied research initiatives. Many of these actions would be aided by OC's partnership with national organizations that centre these concerns. For example:
- Okanagan College is a founding member of Colleges for a Resilient Recovery, and has signed on to support efforts at climate and sustainability curriculum, applied research, and demonstration projects. As stated on their website, OC is joining a number of other CICAN members and institutes to "support the rapid development and deployment of new curriculum and research initiatives to support resilience in our towns and cities across Canada."
    - Given the above, plus OC's inclusion of the SDGs in its new Strategic Plan, it may be an opportune time to encourage OC to take the following steps:
        - 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.
        - To deepen engagement with CICAN's

    - CAPE-BC's open letter to ban fossil fuels promotion in BC schools (organizations only)
    - Sustainable Development Solutions Network has started a new community of practice for teaching the SDGs contact Ramota Morenike Ojurongbe 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 Postboard of Okanagan and regional and national climate and sustainability events and programs on Bublup. Here is the permalink.
- Okanagan Climate Hub has a Take Action page which includes Odd Jobs and campaign-specific actions that local members can take on climate issues.
- You can also sign up to WE-CAN newsletter here (West Coast Climate Action Network – FPSE Climate Committee is a member)

Status of Women Report

Eva Gavaris

Poster campaign for 16 Days of Activism Against Gender-Based Violence

I have been working on a poster campaign that will be on display across all four campuses from November 25 – December 10. The idea is to highlight a topic and then provide the opportunity for someone to either learn more about it or to donate to a related cause. If you have any ideas or would like to help with creating these posters, please let me know.

Zoom Webinar – Shame and concealment of women's menstruation with Joanna Gye

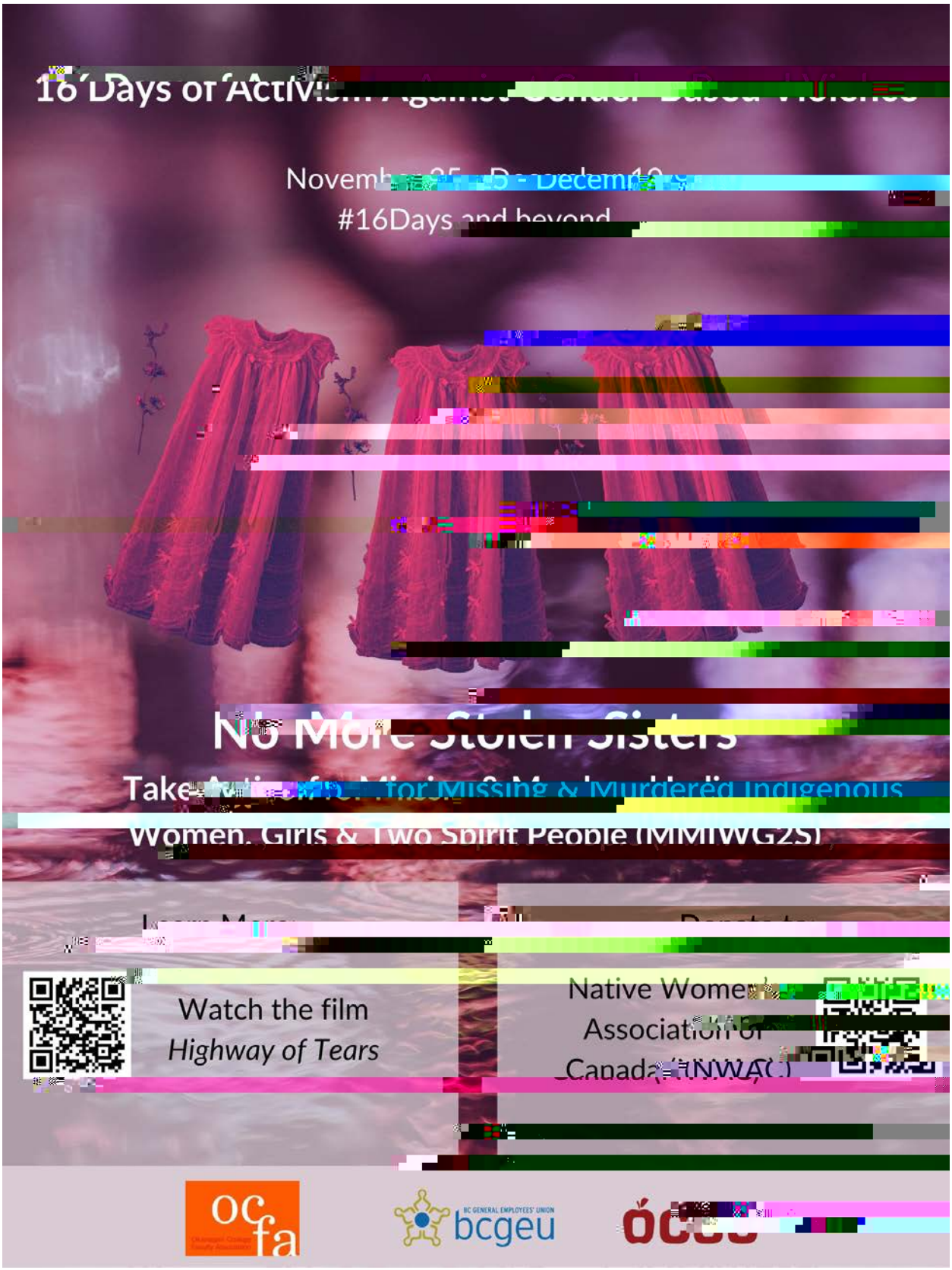
Fellow faculty member Norah Bowman brought forward this opportunity for the OCFA to sponsor a documentary screening and talk from researcher Joanna Gye. This event will be held over zoom on November 24th at 4pm. You will see posters and other advertisements up about it soon.

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

Last year the FPSE committee changed its name from the Status of Women Committee (SWC) to the Women & Gender Equity Committee (WGEC). At the OCFA 2023 AGM, I plan to bring forward a motion to change the name of this position on council from Status of Women Representative to Women & Gender Equity Representative. If you have any comments or concerns regarding this change, please contact me. egavaris@okanagan.bc.ca.

November 25 - December 10
bcgeu

16 Days of Activism Against Gender-Based Violence
#16Days and beyond
Geneviève
Mechanical
Hélène Colgan
Mechanical engineering student
Nathalie
Mechanical
Barbara Daigneault (22 years old)
Mechanical engineering student
Anne-Marie Edward (21 years old)
Chemical
Metallurgical engineering student
Mechanical engineering student
Nursing
Donate to the Canadian Engineering Mem
bcgeu


16 Days of Activism Against Gender-Based Violence
November 25 - December 10
#16Days and beyond
No More Stolen Sisters
Take Action for Missing & Murdered Indigenous Women, Girls & Two Spirit People (MMIWG2S)
Learn More:
Donate to:
Watch the film
Highway of Tears
Native Women's Association of Canada (NWAC)
ocfa
bcgeu
ócuu

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