

# The Update

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**Issue 2 2018/2019**

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## **IN THIS ISSUE**

Notices and upcoming events.....	2
Pensions BC Workshop.....	3
WGM photos .....	4
Elections notifications .....	5
President's Report .....	6
Bargaining Chair's report.....	7











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Preparations for collective bargaining continue apace. Your Bargaining Committee has been meeting regularly since September, reviewing the member survey conducted last spring, examining in detail our current collective agreements, and preparing





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Hello everyone. Here are our ongoing  
grievances and issues of interest.

Step 3

resolve to assure the safety of the students,

without informing our member that they have the right to a representative at any disciplinary or investigatory meeting with management. The meeting never took place because the FA put a stop to it. But the grievance remains in abeyance because it is further evidence of a personnel problem. Managers must be aware of the CA provisions that constrain their interactions with those faculty they supervise. The grievance remains in abeyance pending our discussions for FAC18/06.

**FAC18/09** Failure to Secure Agreement to Evening Sections. No instructor may be assigned more than one section ending after 6:30pm per week without the express agreement of the designated supervisor, the department, and the college professor. We had learned of at least two cases where faculty were assigned two such evening sections without that agreement. The College has responded that they will going forward secure that agreement. CARC withdrew the grievance as resolved.

**FAC19/01** Improper Harassment Investigation. Last March, a complaint of harassment was filed against a member of the FA. CARC has placed the grievance in abeyance until March 31, 2019 to allow discussions between the FA and the employer.

**FAC19/04** Failure to Notify of Special Courses. The FA is to be notified whenever a special course is taught by a FA member. Since the CA allows individual members to negotiate the TLU value of the work associated with a special course, the FA insist we be informed to make sure the TLU value is appropriate. The College has failed however to inform the FA of these special courses. We grieved and the College accepted the grievance at step 1 and has promised to inform going forward. CARC has withdrawn the grievance as resolved.

In addition to grievance, I can also report two other matters:

1. That a member in one of our portfolios has had a bullying complaint filed against them by a student. The complaint will be investigated by an outside investigator.
2. Two members from 000912 05.00000912 0 612 792 reW\*ñE



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Your elected faculty association representatives are interested in learning your opinion about union activities as well and understanding how we can better reach out to and engage all our members. During our last council meeting, council approved a motion to undertake a survey of OCFA members about your level of engagement with the faculty association. These surveys will be conducted in person by members of council and won't take more than 5 or 10 minutes of your time. We hope the survey results will help us better understand what we are doing well, and how we can improve the effectiveness of our activities. Thank you in advance for your candid responses!

