

Update

By Melissa Munn, your OCFA 2st
Vice-President and Bargaining
Chair

In addition to college policies and government

mechanisms by which contingent faculty are paid less than those of us with continuing work; unfortunately the low wage redress that we saw in other public sectors in BC was not available at our table. We did agree to participate on a Working Committee on Secondary Scales to discuss types of work and employees which may require salary adjustment, transition issues, costs, and to develop recommendations to go to the principles; obviously we had hoped to achieve more than this at the provincial level for our term members and our disappointment over this inability is profound.

We did negotiate some benefit improvements such as an increase for hearing aid reimbursement and an improvement in

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The college is facing a budget shortfall of \$1.9 million due to chronic underfunding of our sector by the BC

teaching and research materials, even if hosted or transmitted through school servers, remains under our custody and control. See the advisory published by CAUT on this here: [CAUT Custody and Control Advisory](#) Since agreement to the policy would amount to a restriction of our rights and open our members to possible discipline should one refuse to comply with the overreaching elements of the policy, we could not agree to the policy in its current form. When we asked the College to remove or amend the offending language in the policy, they refused. As a result, I wrote a letter to Jim Hamilton before the holiday break offering to settle FAC13/04 but only on the condition that it not prejudice our position on FAC13/11 since the College had defended its Moodle access by referring to the IT policy. I am awaiting a reply, but I am hopeful for a resolution of FAC13/04.

The two remaining grievances at Step 3 are FAC13/07 Post-65 Benefits and FAC14/04 Wrongful Dismissal. FAC13/07 is a long-standing grievance (now approaching two years old) over the loss of Life Insurance and Long Term Disability benefits for those who choose to work past age 65. Arbitration for this grievance was scheduled for the end of January 2015. It has now been postponed while negotiations took pl

violation of academic freedom. We are currently seeking approval to proceed to arbitration from the GARC committee at FPSE.

I am happy to report that at the moment we have no Step 2 grievances. But we do have one new step 1 grievance: FAC15/01: Workload Reduction Compensation. Part-time term members who have their appointment reduced six days or more prior to the commencement of classes are to receive one week's pay in compensation. Two members that we are aware of have had their workload reduced but did not receive the week's pay. We are grieving this failure to pay. I would also ask all term members who have had a workload reduction to contact me or your local steward so we can review your case.

I should also report on my trip to Vancouver to attend the FPSE CARC committee meeting where Chief Stewards from Colleges and Universities across the province meet to discuss our ongoing issues and concerns. The main issues are not that different from our College: discipline, harassment and bullying, and workload and compensation issues. But there is one impression in particular that I came away with: namely, that we are a thoroughly unexceptional local with respect to volume of grievances. We currently have

have a high school degree will negatively affect Adult Ed, and possible OCFA taught classes as well. We don't know what this will look like, exactly, but OC is working on this. Please communicate with ABED members our solidarity and our support, as a trade union, for their employment, and for the training their students would receive.

This policy will unfairly disadvantage students who are often already struggling with economic and social marginalization. As a result, a reduction in access to post-secondary – trades, university studies, applied studies – across BC will directly affect our enrolment numbers. At many colleges in BC Adult Ed faculty are in the same bargaining unit as faculty.

DOUG BIRTWISTLE IS THE NEWLY APPOINTED COLLEGE PENSION PLAN TRUSTEE

Doug Birtwistle was recently appointed to the College Pension Plan Board of Trustees by FPSE after being nominated by OCFA. Doug described the role of the board as "charged with overseeing the operations of the College Pension Plan, always with the best financial interests of all members, active and retired, and their beneficiaries in mind."

Congratulations to Doug Birtwistle! Well-deserved recognition of Doug's passion for pensions!

As a trustee, Doug could no longer serve as the OCFA Pensions Advisory Rep on Council so Randy Brown has taken over for Doug, leaving the Technology Rep position vacant. Doug is now the Salmon Arm Community Rep.

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 editor Erin Radomske at eradomske@okanagan.bc.ca. The preferred format is MS-Word.

UPDATE

The _____ is distributed electronically as a PDF file by e-mail as well as being available on the OCFA webpage using this link: [The Update](#)

Members of OCFA Council and CARC 2014-2015

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