

7 K H 8 S G D W H

Issue1 2018/2019

October 2018

IN THIS ISSUE

Get to Know.....	2
OCFA donation help striking workers.....	4
W Ć •] v š [•...Z...%o.} Ć.š.....	6
Z] (^ š Á Ć [•...Z...%o.} Ć.š.....	8
Non- } v š] v μ] v P (μ o š Ç Ć %o [• Ć %o } Ć š	

Get to Know–Sharon Mansiere, President

SM: I was approached by various people to run for President. I was only able to put my name forward late which is not ideal, but had to be sure I would have the time to commit. I've had a long term goal of giving back to OCFA and the time is now.

SM: My favourite thing from the last time I was on Council was how OCFA can make people's lives easier. In the past, the Union backed me and I realized that OCFA is not

OCFA Donates to Striking Academic and Casino Workers

Priscillia Lefebvre, Penticton Campus Representative

Show of solidarity

Solidarity with workers across the sector and in our own local community is an important union strategy rooted in the principles of mutual aid and unity. Also, material gains won at other tables may provide us with leverage in our own negotiations. As such, in June 2018, the OCFA council approved an emergency motion to provide a \$3000 donation to CUPE 3903's Strike Hardship Fund. The fund provides a supplement to strike pay and helps workers get what they need for the picket line be it waterproof boots or money for transportation.

Background on CUPE negotiations

The Canadian Union of Public Employees (CUPE) Local 3903 represents over 3000 academic worker term faculty (contract instructors), teaching assistants, and graduate assistants at York University. These workers provide essential services in its delivery of over 50% of the instructional work offered at York U. As such, these workers play a vital role each day in student retention and advancing the academic mission of the university. After communications broke down at the bargaining table, the workers of CUPE 3903 began strike action on March 5, 2018. The strike itself would last 143 days making it the longest post-secondary sector strike in Canadian history. The legal strike was forcibly ended on July 25th with the Ontario Conservative government's second attempt to pass "back-to-work" legislation was successful under the Urgent Priorities Act. By

the time the strike ended, the union had made some gains at the bargaining table including superior language providing leave for survivors of intimate partner violence and sexual violence. CUPE 3903 also secured language around breastfeeding accommodations on campus.

This strike, as well as the history of bargaining between York U and CUPE 3903, has been controversial. One major issue in the most recent dispute regarded job security and workload for contract instructional faculty. The union proposed a meaningful increase in Conversions and Long Service Appointments, which would have led to the retention of Tenure Track positions. The goal for the union is to stop the dismantling of continuing, full time positions into piece meal contracts that trap term faculty in a cycle of precarity.

competition. However, some advances were made and on June 15 2018, about 1100 contract faculty (Unit 2) ratified the employer's Memorandum of Settlement. With the destruction of over 700 Graduate Assistant (Unit 3) positions and funding cuts for Teaching Assistants (Unit 1), the dispute remains unresolved for these workers.

Over the course of strike the union had also filed several unfair labour practice complaints against management for "dishonest communications" regarding the union. One response typical of employer retaliation is to underline the negative effects of strike action on students and claim that the union is being selfish for endangering the continuation of classes. CUPE 3903, as well as other post

President's Report

Sharon Mansiere

We have had our first of three general meetings of the year. These gatherings are important to get to know what's changing in your workspace, issues you are facing common to others, and offer an important chance to get the four campuses together. We reported on some of the initiatives we are moving ahead with, and some of that included plans for how to contact our members securely through the bargaining year.

We are working on new ways to communicate to the OCFA membership as well. In reviewing what other faculty associations have developed for their public face, I found most have a Facebook page. I have started one that will be maintained as a public space for information pertinent to our members, but it will not be the critical go-to place for information should we need that as bargaining progresses. We will also have a secure site developed off of the college servers. We are getting ready.

Executive, Association Council, and CARC

We had relatively very little turnover in the Executive, Association Council, and Contract Administration and Review Committee (CARC, aka Grievance Committee). This means that you have a relatively experienced team at the helm. Our union has some other key experienced individuals who you, like me, will get to know and like. They may have their experience from directly working on council or on the bargaining committee, or they may have learned their trade in their various disciplines. We are a well-sourced group.

FPSE

I will be keeping you posted through the year with updates from the Federation of Post Secondary Employees (FPSE) where I sit on the President's Council. October's meeting is also our provincial lobbying meeting. Further meetings will be taken up more and more with bargaining issues as we go forward.

JCAA

Another role your union plays for you is to take part in Joint Committee on the Administration of the Agreement (JCAA) meetings. These meetings provide opportunities to meet and discuss issues in a collaborative, problem-solving environment. Currently members of your executive will be meeting with Yvonne Moritz, Ross Tyrone and Linda Heska our new Director of Human Resources. JCAA has been a productive way to engage with the college.

Member contact information requests

We are in the process of compiling a complete and up-to-date database of all of our members. This is an ongoing issue as even with more attention on this, we are still missing members on our emails. Chairs, please check at our department meetings and by email if all are receiving my mail. If not, please contact me to have them added to the list.

Further, we need a home number, a noc email address, and a designated home campus on file for every member. These are hard to obtain in the case of a strike or lockout because the servers will not be accessible to employees. In the interest of being prepared (and being hopeful to not to

denied at step 1. After further discussions at step 2 with Andrew Hat, we have agreed credit back 50% of the vacation lost. The griever is pleased with the outcome. The College is writing up a settlement letter. We have received confirmation that the vacation days have been credited to his/her leave balance and will be settling the grievance.

In addition to our grievances, CARC has handled some additional matters:

- Student discrimination complaint against a member. The report found no discrimination but suggested some training for our member. We and the member are pleased with the outcome. No discipline was imposed.
- Ongoing safety issues. We are still pressuring the College to properly investigate the recurrent spills and accidents in the Penticton lab. Additional problems with the manner in which the College has handled needed safety inspections and

investigations have been identified in Kelowna. CARC is monitoring the situation and preparing a letter to the College expressing our concern.

- A harassment complaint against one of our members related to the above Penticton safety issues will be going to investigation this fall.
- Issues resulting from increasing numbers of unprepared students continue to be brought to CARC.
- Issues surrounding the Academic Integrity Policy and its poor plagiarism language.
- Assisted in planning a town hall for our members as well as the broader campus community on the legalities of the Right to Life protesters.

Respectfully submitted,
Rod Watkins
OCFA Chief Steward

with the upcoming Bargaining process. This includes voting on the issues important to the membership. As Term employees, you are members, so come out and vote. The Bargaining Committee is also looking for a term member to represent non continuing issues and concerns. Please see Bob Groves Bargaining Chair's Report in the [Update December 2016](#) on page 17 for an excellent overview of the working conditions of term faculty outlining some of the issues.

2. Fair Employment Week here at OC is October 21-26 2018. To support this annual campaign that promotes employment fairness for contract faculty working in Canadian universities and colleges volunteers are needed to assist with answering questions and passing out material. Please contact your rep if you are able to help out. The Federation of Post Secondary Educators (FPSE) support the fair treatment of all academic staff regardless of their appointment status <https://www.precariousprofsbc.ca/>

In support of this campaign, author Terra Poirer recently published her book "Non-Regular: Precarious academic labour at Emily Carr University of Art & Design". She discusses the precarious situation for instructors at Emily Carr University. This publication is being distributed free or at cost by faculty associations and unions across BC during the Fair Employment Week.

For more information, see: <https://www.helenpittgallery.org/publications/non-regular/>

3. Canadian Association of University Teachers (CAUT) have released the results of the first national survey of contract academic teaching staff at Canadian postsecondary institutions conducted during the 2016-17 academic year (2,606 respondents)

"These results reveal that many CAS (contract academic staff) are underpaid, overworked and sorely under-resourced. It's a dismal picture for the majority of these academics..." (CAUT executive director David Robinson, September 2018)
 "Contract faculty do not largely, work part-time hours. Contrary to popular myths that contract faculty only teach, this research shows that a considerable percentage of CAS respondents participate in both research and service. Those who do participate in research and service are sometimes paid for it, however, most of the time they are not..." (page 36, para. 5).

"...most CAS feel they are treated with respect and collegiality on an interpersonal level. However, it is the conditions of their contract, pittgallery.org

institutions and departments..." (page 33, para.7).

"...42% of CAS believe their mental health was impacted by their Postsecondary education employment 87% of those respondents believe their mental health was negatively impacted by their CAS employment" (page 5, para. 1).

Just 19% of those surveyed think the postsecondary institutions where they work are model employers and supporters of good jobs" (page 5, para. 1).

For survey results, see https://www.caut.ca/sites/default/files/cas_report.pdf

Note that the CAUT Western Regional Conference, Athabasca, AB is Thursday to Saturday, 18-20 October 2018

If you are looking for a copy of the Common Agreement, have Right of Accrual Questions or want to know who is on council, visit https://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa.html You can also access [past issues of The Update](#) the OCFA newsletter, which contains reports from members of Council and the Executive. This is my last correspondence with you in my role as rep as I converted to a Continuing this summer. Please contact Marta Bashovski at MBashovsk@okanagan.bc.ca who is your new NCFC rep and is keen to make your acquaintance. Welcome Marta!

All the best to you during the Fall semester,
Janice McQuilkin
Department of Communications
OCFA Non-Continuing Faculty Representative
OKANAGAN COLLEGE
Office: B233250.762.5445 Ext. 4221
jmcquilkin@okanagan.bc.ca

Fair Employment Week, Oct 22nd -26th

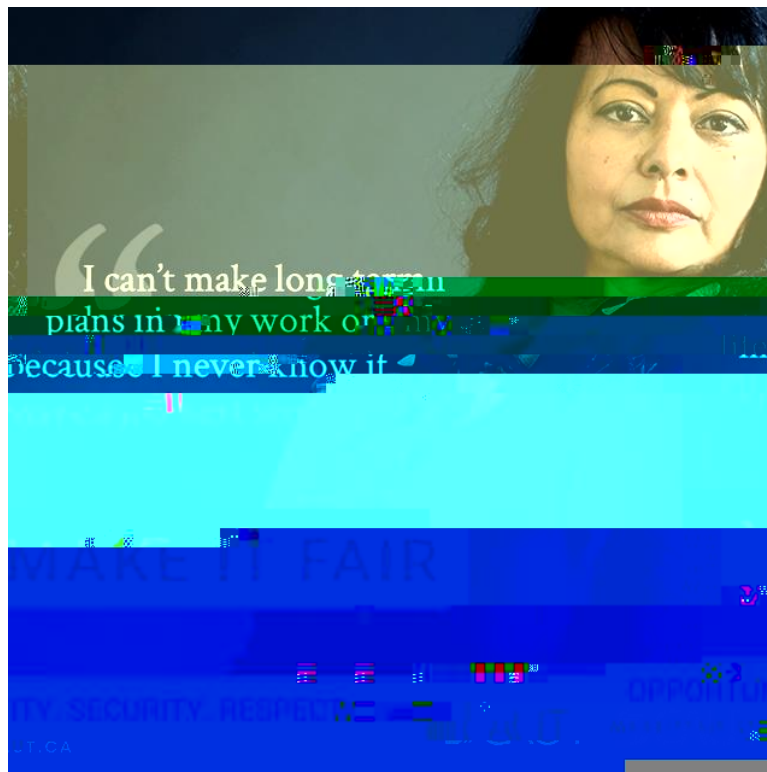
<http://makeitfair.caut.ca/>

An increasing number of teachers at Canada's colleges and universities are trapped in precarious contract and parttime work. Contract and parttime work has quietly gone from a short-term stepping stone to a career-long condition. Many earn less than living wage.

Thousands of professors are denied the opportunity each year to participate in (and be paid for) all aspects of academic work: research, teaching, and service. This has serious implications, not only for contract academic staff, but for students, their regular academic staff colleagues, and the integrity of postsecondary institutions.

We can change this, by improving the working conditions and job security of contract academic staff.

Fair Employment Week is October 22 to October 26, 2018. C.A.U.T. members across Canada are [hosting events](#) on campus to support fair treatment of all academic staff.



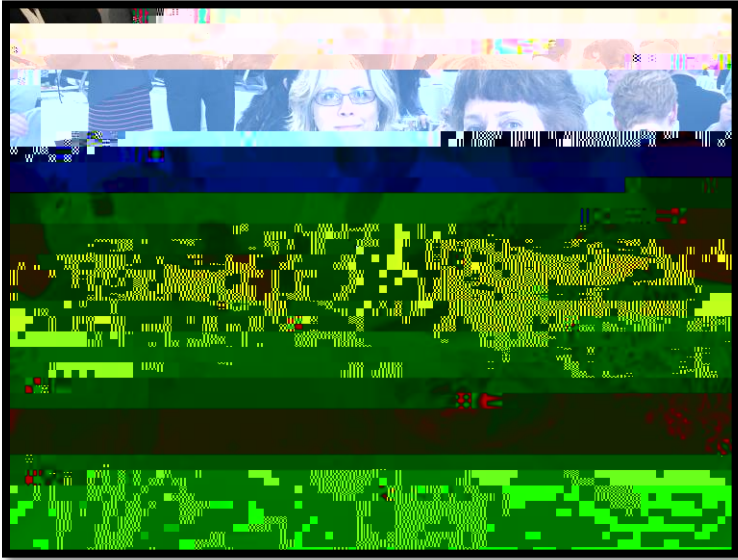
New Salary Scales effective April 1, 2018

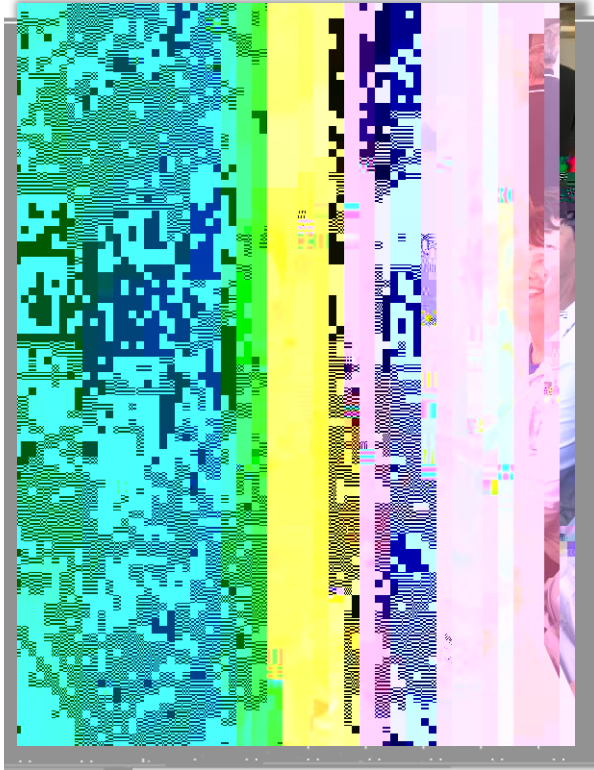
Doug Birtwistle, Treasurer

Step	Annual Wage
------	-------------

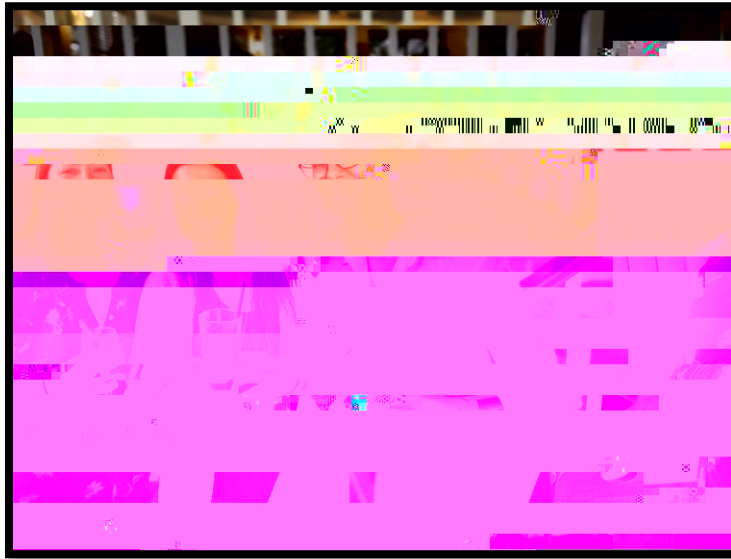
Photos from recent events

' D U %o Æ] o î ó U î ï í ô





< o}Áv ^ψ]&oo o îîíô



& o o ' v Œ o D š]vPU K š} Œ íûU îîíô

