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**Issue 1 2017/2018**

**September 2017**

**IN THIS ISSUE**

**DELIVERY OF THE UPDATE**

The *Update* 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/Campus\\_and\\_Community/employees/ocfa/update.html](http://www.okanagan.bc.ca/Campus_and_Community/employees/ocfa/update.html)

**SUBMISSIONS TO THE UPDATE**

The Update welcomes letters to the editor, upcoming event notices, or other submissions. I encourage you to write in response to what you read in the newsletter or about other Faculty Association matters. Letters to the *Update* do not represent the opinions of the editor nor the OCFA Executive or Council. Please email submissions to the Update editor Amy Cohen at [acohen@okanagan.bc.ca](mailto:acohen@okanagan.bc.ca).

**COUNCIL & EXECUTIVE MEETINGS**

OCFA Executive meetings are generally held once every two weeks. OCFA Council meetings are generally held once per month. If you would like to bring forward a particular item for consideration please contact one of your OCFA Council or Exec members (see last page of this newsletter for the list of representatives).

**FALL GENERAL MEETING  
NOTICE**

The OCFA Fall General Meeting will be held Oct. 13<sup>th</sup> at the KLO Campus Cafeteria.





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The Kelowna Campus Fall Social took place at McCullough Station on Friday, September 15<sup>th</sup>. A total of 40 OCFA members attended.

Consider attending upcoming campus socials. The socials are excellent opportunities to meet your Union representatives as well as enjoy good food, drinks, and comraderie.

September 27th: Vernon social, [Den Klobak](#)

September 28th: Salmon Arm social, 4:30pm, Setters Pub (Contact: [Terry Kosowick](#))

October 5th: Penticton social, 5:30, Tin Whistle Brewing (Contact: [Priscillia Lefebvre](#))







socials: I would encourage all of you to attend.

With our incoming Penticton Community Representative Priscillia Lefebvre and Penticton Steward Sharon Mansiere, interviewed and evaluated the three shortlisted candidates for the Regional Dean position. One of the candidates we recommended was hired for the position.

Met with the OCFA reps on the GIA committee to discuss issues related to that fund: more on this to follow.

Attended summer convocation ceremonies in Kelowna and Vernon, and the student awards night in Salmon Arm.

Attended the official opening of the campus: it is located behind the e „ — ‹ Ž † ‹ • %o á f • † ‹ ^ ‹ ′ — Š f ~ † • i — I

Attended the June Board of Governors meeting: uneventful.

Provincial:

What a difference a few months makes! After having experienced over a decade of dealing with a government that completely refused to engage directly with FPSE in any way, within a month of their taking office, we have already had preliminary meetings with the new Premier as well as the new Minister of

Advanced Education, and with more to follow. The most immediate benefit of the end of the BC Liberal regime was the restoration of free ABE and ESL courses, which is a huge win for us as lobbyists/activists and, most importantly, for our students and the communities we serve. Our engagement with the new government will continue apace over the next two months, when we will be making presentations to the Select Standing Committee on Finance locally, as well as lobbying the government directly when Presidents Council heads to Victoria for meetings in the Legislature.

I attended the CLC (May 8<sup>th</sup>-12<sup>th</sup>) Convention in Toronto with Bob Groves and around a dozen other FPSE delegates. Minutes and video available here: <http://www.convention.canadianlabour.ca/>

I attended the FPSE AGM in Victoria (May 15<sup>th</sup>-18<sup>th</sup>) with several other Council members: Rod, Bob, Doug, Amy, Jasmine, Norah, Randy, and Gilbert. The minutes will soon be available here: <http://www.fpse.ca/about/meetings-events/past-AGMs>. Your delegates argued forcefully for the motions we discussed at Council: to ask FPSE to support (morally and financially) our Turkish sisters and brothers in academia (approved!), and to









Meeting with new Minister of AVED, Melanie Mark



OCFA Delegates to FPSE AGM, Victoria, BC



2. That the provision of the BC human rights code that allows age discrimination in bona fide group health plans does not apply as the current health benefits were negotiated when mandatory retirement





(of up to 30 days) on the date of retirement. Carrying over the up to 20 days of vacation from the year before you retire to the year you retire (as specified in Article 43.1.3) might increase your chances of a vacation payout on the date of retirement. Depending on your teaching assignment, you may be expected to prove to your supervisor, in the year you retire, that you do have work to do (for example, organizing labs or preparing teaching material for the person who will replace you) during the non-instructional period, or your supervisor might assign work to you during the non-instructional period.

Note as well that you will be accruing holidays while taking your final vacation so you may want to receive a cash payment of those additional vacation days on the date of retirement rather than use them as vacation days. If you do the latter, you may end up moving your last day of work into the next month, in which case your pension payments would be delayed for a month.

Continuing appointment who is retiring and who has a minimum of completed full-time equivalent years of service with the College or its predecessors shall, subject to the Memorandum of Agreement titled "Service Recognition Retirement Allowance" a service recognition retirement allowance at the rate of five working days for each year of completed full-time equivalent service with OC, prorated. Overload, summer session, extended semester and DE work shall not be included in the calculation of full-time equivalent service for the purposes of this clause. The service recognition allowance

shall not be payable to employees terminated ( )

The Memorandum of Agreement states:

1. The deadline for submitting notice to retire is the last business day of December in each year.
2. Where the number of eligible employees for the Service Recognition on Retirement Allowance generates a cost that exceeds the available funding in a Fiscal year, the allowance will be granted to those employees with the greatest length of service with the College.
3. An employee or employees who retire, but who do not receive the allowance as a result of the demand exceeding the available funding, will have preference over all other applicants in the subsequent calendar year and will receive their Service Recognition on Retirement Allowance as a retiring allowance in the Fiscal year following the retirement.

Article "Service Recognition Retirement Allowance" a continuing employee shall be entitled to a payment equal to his or her accumulated

The service recognition, sick leave, and unused vacation cash payout will appear on your last cheque. All are taxable, so you could take quite a tax hit on those payouts.



I am not qualified to give advice regarding tax implications of such payouts. You should do some research on your own and/or consult a financial advisor. A few thoughts though:

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service recognition cash payout, so long as the payout is completed in the same fiscal year. There is no policy on such that I know of, but you can ask to get, say, half your service recognition payout when you retire on, say, July 31 and the other half early in the next calendar year.
- 2.

You can apply to receive payments from the Canada Pension Plan (CPP) as early as age 60, and as late as age 70. You can do this while still working (in 2017, you can apply for CPP retirement pension as early as age 60). If you apply to receive payments before age 65, your pension will be reduced. If you apply to receive payments after age 65, your pension will be increased. You can continue to work while receiving your CPP retirement pension, and are under the age of 70, your CPP contribution will go toward your pension, which will increase your retirement income.

The maximum monthly payment amount for an individual, in 2017, was \$1,114.17. Post-retirement benefits could increase that amount slightly. The average amount of post-retirement benefits was \$1,114.17.

Married or common-law couples may voluntarily share the CPP retirement pension. Unlike College Pension Plan payments, or other pension plans, CPP payments are not subject to income tax withholding. Post-retirement benefits are not eligible for credit splitting.

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