The OCFA General Meetings:
Upcoming Council Meetings:
Area Representative - Vernon Workplace Health, Safety, Environment Representative
#BreakTheBias Survey

A reminder from OCFA Executive

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Electronic Meetings

- 1. **Electronic meetings** of the Association are conducted through use of an Internet meeting service designated by the President or First Vice-President that:
 - 1. Supports visible displays identifying those participating,
 - 2. Can identifying those seeking recognition to speak,
 - 3. Allows for the showing (or permitting the retrieval of) the text of pending motions,
 - 4. Allows for the showing the results of votes.
- 2. The President or First Vice-President may designate a separate **Internet voting service** to be used for the anonymous electronic voting if required.

General Meetings, Annual General Meetings, and Special General Meetings

3. **Login information**. The Secretary shall send by e-mail to every member of the Association, at least one week before each meeting, the time of the meeting, the URL and codes necessary to connect to the Internet meeting service, and, as an alternative and backup to the audio connection included within the Internet service, the phone number and access code(s) the member needs to participate aurally by telephone.

4.

attend the meeting in violation of Article 35.1.2.

FAC20/05: Improper Discipline
The same member as in FAC20/04 received

for possible bias or discrimination. That committee has been wound up and Tim Walters, HRIS Representative, has been elected Chair. The data collection phase of the investigation is underway.

Reductions

The Association has been working diligently with chairs and departments the past many weeks to help assure as little work is lost for our members as is possible as the employer makes changes to

these reductions is to assure that all appropriate and required procedures are followed and that the rights of our members are respected. There are as well many political concerns with these cuts that are beyond the scope of the Grievance Committee; please see the President and Second Vice

information on such matters.

Member Support

The ongoing pandemic combined with the reductions in workload have placed tremendous strain on Association members. I want to remind all our members that the contract provides resources to help cope with these times through the EFAP (Employee and Families Assistance Program) and our regular benefits provisions for physical and mental health. If anyone would like assistance is making use of these benefits but would like some

assistance in understanding or

accessing the benefits available, please contact you steward, and we will help you.

A final note. The next few weeks may be a time of higher stress as the employer takes measures to ameliorate its budget shortfall. Now more than ever is a moment when we all must pull together and coordinate our actions to protect our rights, our work, and our campuses in addition to meeting the needs of our students. We are all in this together and the best way forward is through strengthening our solidarity.

Respectfully submitted, OCFA Chief Steward

Randy Brown

Janice McQuilkin

The next PSDC meeting is scheduled for 11-12 March 2022 and may be a hybrid meeting of face to face and online in Vancouver, BC.

Attended the OCFA Council training Tues, 16th Nov and several bargaining evening sessions Nov

Eva Gavaris

#BreakTheBias March 8, 2022

March 8th this year? The theme for 2022 is , visit the IWD website for an explanation of their theme: Imagine a gender equal world. A world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality. Collectively we can all .

Please fill out this quick (2 minute!) survey and let us know how we should recognize IWD. Maybe inviting a virtual speaker for our association members to watch over zoom? Maybe lobbying for positive change for working conditions (adding comfortable and private rooms for breastfeeding mothers, for example)? Maybe raising money for a scholarship for a specific group or program? Your answers will help us decide.



The survey link is https://okanagan.libwizard.com/f/OCFA_IWD_2022

Thanks,

Eva Gavaris Status of Women Representative

Hi OCFA Members,

For this edition of the Update I have been asked to speak to getting to know the Collective Agreement. As you all know, given that our agreement expires on March 31, 2022, we are now in the process of Collective Bargaining. Your Negotiations Committee is hard at work putting together proposals and language we will present to the employer on our members behalf.

But, did you know that Collective Bargaining can happen even when we have an agreement in force?

Article 52.2 says:

Executive:

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